

WELSH IN EDUCATION STRATEGIC PLAN

Name of Local Authority

Ceredigion

Period of this Plan

2022-2032

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 2019¹⁻²*. We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Signed: Meinir Ebbsworth **Date:** 31 January 2022

(This Plan needs to be signed by the Chief Education officer within your local authority)

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

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

Notes to help you

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

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

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

This part sets out the statutory requirements for what must be included in your Plan (as outlined in the Schedule of the Welsh in Education Strategic Plans (Wales) Regulations 2019). In addition to your overarching 10 year target, some statements in the Schedule require you to set other targets, and if so, please refer to those here.

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

10 YEAR TARGET RELEVANT TO THE NUMBER OF YEAR 1 CHILDREN IN WELSH MEDIUM EDUCATION

By September 2032, Ceredigion County Council's aspiration is that all pupils in the authority's schools will attend Welsh-medium immersion education until the age of seven. Having an excellent foundation in speaking and communicating in Welsh will increase the pupil's choice and confidence to follow a fully bilingual path throughout the rest of his or her educational career and in facing the future world of work and social life. Not only will this benefit the individual and the position of the Welsh language in Ceredigion as a community language, it will also contribute very positively to Wales' national well-being goals and to the Welsh Government's aim of increasing the number of Welsh speakers to one million by 2050.

These developments also go hand in hand with the three strategic aims of the 'Ceredigion Language Strategy'. These are:

- Increase the language skills of Ceredigion residents
- Increasing opportunities to use Welsh in Ceredigion
- Ensuring social conditions that enable the Welsh language to thrive and that will also contribute very positively to well-being goals

In September 2020, 72.9% of Year 1 pupils in Ceredigion schools were receiving Welsh medium education. By 2032, Ceredigion County Council's aspiration is that the target of 87% (Upper Range) suggested by the Welsh Government be further exceeded to 100%.

Outcome 1:

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

Where are we now?

Welsh medium childcare provision

- There is a good deal of Welsh-medium provision available in Ceredigion for pre-school age children due to the number of 'Cylchoedd Meithrin' and other childcare provision active here.
- More Welsh speaking childminders are required, especially in the north of the county. Aberystwyth and Aberaeron have been identified as two areas where more Welsh-medium childminder provision is needed in this regard.
- There are 872 (Childcare Sufficiency Assessment data 2017-2022) preschool/nursery/'Cylch Meithrin' places for 3-year-olds in Ceredigion. 81% are in Welsh medium settings and the remainder are bilingual or English medium. There is a choice of sessional care providers across the county. Most are Welsh speaking settings.
- The following provides a breakdown of the type of childcare used and the provider's language medium. Welsh medium childcare is the most commonly used of all types of childcare. This is highest for sessional care through the 'Cylchoedd Meithrin' and the free breakfast clubs available in schools. Most schools in Ceredigion are Welsh medium schools.

Number of childcare providers by language of provision (December 2019):

	Welsh	Welsh and English	English with elements of Welsh	English	Total settings
Number of registered child minders	12	12	16	11	51
Number of registered Day Nurseries	3	4	0	1	8
Number of registered Care Sessions	25	2	0	0	27
Number of registered after school settings	9	6	0	3	18
Total	49	24	16	15	104

There are 21 non-maintained settings providing education for 3-year-olds across the county.

Name of setting	Language medium of provider
CM Penparc	Welsh
Meithrinfa Camau Bach (Aberystwyth)	Welsh
Plas Gogerddan Nursery	English with Welsh according to choice
Mês Bach/Little Acorns (Early Years Wales)	English with some bilingual elements
St Padarn's Playgroup (Early Years Wales)	English with some bilingual elements
CM Trefeurig	Welsh
CM Felinfach	Welsh
CM Talybont	Welsh
CM Ffrindiau Bach Tegryn (Aberporth)	Welsh
Aberporth Bilingual Play Group (Early Years Wales)	English with some bilingual elements
CM Llechryd	Welsh
CM Llangeitho	Welsh
CM Llanilar	Welsh
CM Llanarth	Welsh
CM Cei Newydd	Welsh
CM Llangwryfon	Welsh
CM Llanrhystud (Glan y Môr)	Welsh
CM Llanfarian	Welsh
CM Pontrhydfendigaid	Welsh
CM Penllwyn	Welsh
CM Talgarreg	Welsh

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

The vast majority of children who attend Cylch Meithrin transfer to Welsh-medium education. However, in 2019/20 Cylch Meithrin Cei Newydd's progression rate to Welsh medium education is 25%, Camau Bach (Aberystwyth) 97.74%, Penllwyn CM 87.5.31%, CM Talybont 90%, Pontrhydfendigaid CM (0%) (1 child transferring to primary), CM Glan y Môr (Llanrhystud) at 92.31%. Cylch Meithrin Cei Newydd (Welsh medium) is in the catchment area of Ysgol Cei Newydd which is currently defined as predominantly English medium primary school but with significant use of Welsh. As the development of the language medium of nursery classes and the foundation phase at Ysgol Comins Coch, Ysgol Padarn Sant, Ysgol Plascrug, Ysgol Llwyn yr Eos and Ysgol Cei Newydd progresses, 100% transition to Welsh medium provision education can be ensured from local pre-school provision. This will be the natural consequence of the proposed development in the language medium of the schools meaning that the existing variation in transition will no longer be relevant.

Early Years Wales and private care

There is no definite progress data for the children attending Plas Gogerddan Nursery, Little Acorns Childcare, St Padarn's Playgroup or Aberporth Bilingual Playgroup to Welsh medium education. Aberporth Bilingual Playgroup is in the catchment area of a Welsh medium school, Ysgol Gynradd Aberporth. An English medium/ bilingual service is offered by these settings.

Schools providing education for 3-year-olds (nursery class):

School	Language Medium
Dyffryn Cledlyn	Welsh
Aberteifi	Welsh
Plascrug*	<i>English</i>
Llwyn yr Eos*	<i>English</i>
Rhydypennau	Welsh
Y Dderi	Welsh
Bro Teifi	Welsh
Aberaeron	Welsh
Henry Richard	Welsh
T Llew Jones	Welsh
Ysgol Gymraeg	Welsh
Cenarth	Welsh
Bro Pedr	Welsh
Bro Sion Cwilt	Welsh

- 12 of the schools are therefore Welsh-medium schools and two schools * in the Aberystwyth area are currently defined as English-medium schools with significant use of Welsh.
- Flying Start provides free sessional child-care for all 2-3-year-olds living in the geographical areas of Flying Start within approved childcare settings. The areas identified are Cardigan, Penparcau, Llanarth, Llandysul and Aberporth. 5 out of 6 of these settings are Welsh medium, including provision at 'Ffrindiau Bach yr Eos' (Penparcau/Llwyn yr Eos - Aberystwyth). Ceredigion also funds placements outside Flying Start areas depending on parental preference. All children attending Flying Start provision will transfer to Welsh-medium education provision with the implementation of the aims of this plan. Cylch Meithrin Llechryd in the proposed LSOA is a Welsh medium setting. As part of the proposed expansion scheme, Cylch Meithrin Llechryd will extend its opening hours and 'admission number' available to Flying Start children. This is Welsh medium provision. Cylch Meithrin Llechryd will be working to establish a 'Cylch Ti a Fi' in September 2022. Flying Start is working in partnership with Mudiad Meithrin and schemes such as 'Welsh for Children' which support parents with aspects of bilingualism and includes free weekly support groups. Welsh is used in all parenting groups and schemes in the name of Flying Start and the Flying Start advisory teacher supports settings in promoting bilingualism.

- The majority of childcare providers are registered to provide the Welsh Government's '30-hour Childcare Offer' for 3-4-year-olds.
- There is a need to attract more childminders in areas where there is a lack of provision. This is especially true of Welsh speaking childminders.
- Encouraging staff in childcare settings to undertake training to improve their Welsh language skills remains a challenge, as staff would prefer to have the training available to them when they are with the children.

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

- Prepare an annual campaign to encourage more Welsh speaking child minders (from September 2022 onwards)
- Explore the possibility of trying to increase the number of providers/ childminders available to provide a Welsh language service by supporting them/paying for them to attend Welsh learning/improvement courses.
- Expansion of Welsh medium provision in all childcare provision in the Aberystwyth area (including childminders, Day Nurseries, Sessional Care and After School/Holiday Clubs (wrap around care).
- Ensure close partnership with secondary schools and further education colleges in Ceredigion and 'Mudiad Meithrin' schemes/apprenticeships in order to have a sufficient Welsh medium workforce in the childcare sector (September 2022 onwards).
- Aim for 100% Welsh-medium progression from existing 'MM Cylchoedd Meithrin' to Aberystwyth Welsh-medium school nursery and reception provision during the first half of the timeframe of this strategic plan.
- During the first half of the timeframe of this strategic plan, consult with all stakeholders with the aim of creating a Welsh-medium nursery class at Ysgol Cei Newydd, Ysgol Comins Coch and St. Padarn's School. Also, within the same timeframe, to consult in order to plan Welsh-medium nursery provision at Ysgol Llwyn-yr- Eos and Ysgol Plascrug, therefore facilitating linguistic progression across the school foundation stage. (The above means that all children attending other 'Cylchoedd Meithrin' (MM)/Playgroup (EYW) provision across the county would follow a first language continuum as the foundation phase provision in all schools would be Welsh-medium).
- Ensure that we work with 'Flying Start' with the aim of increasing the places available in the Welsh-medium provision for 2-3-year-olds in Penparcau (Ffrindiau Bach yr Eos), from September 2022 onwards.
- Prepare an annual programme of language improvement training for the current (and future) childcare workforce, specifically in the Aberystwyth area when funding permits.
- Design a supportive program of professional learning about effective language immersion methods in the Early Years.
- Address the lack of Welsh speaking childminders by continuing to campaign and encourage more Welsh-speaking individuals to join the profession. Collaborate with partners in further education colleges etc. to promote the benefits of the Welsh language in the workplace and in particular the need for Welsh speaking childminders/childminding workforce in the future.

- Over the lifespan of the strategy, all new primary schools will provide Welsh medium education for 3-year-olds. The authority will co-operate with 'Mudiad Meithrin' to try to secure a placement to serve 2-3-year-olds and wrap around care on site.
- Secure a class providing 3-year-old education in a new Welsh medium school serving the Aeron Valley schools (Felinfach, Ciliau Aeron and Dihewyd). At present, local 'Cylchoedd Meithrin' provide that. The 'Childcare Offer Capital Grant' has secured funding to provide space for Cylch Meithrin/wrap around care provision.
- Continue to work with Mudiad Meithrin to expand provision for pre-school children (2-3 years) through their 'Sefydlu a Symud' project.
- Ceredigion County Council will continue to encourage and promote the benefits of the Welsh language and multilingualism through the Ceredigion County Council website and through links displaying specific resources e.g. One Life – Two Languages, Cymraeg i Blant (Welsh for Children), 'Cylchoedd Ti a Fi', Ceredigion Childcare, 'Mudiad Meithrin', 'Cered', Welsh 'You-Tube' Channel etc.
- Childcare Unit - through a Childcare Sufficiency Assessment to identify and plan measures to strengthen and expand Welsh medium childcare provision in the area to ensure a seamless pathway towards Welsh medium education. This will ensure that Family Information Services for parents/carers and prospective parents/carers provide information on the advantages of raising children bilingually and using Welsh at home on the DEWIS Cymru and FIS website.
- Following the relevant consultation processes, the council's 'CLIC' facility will refer new parents to the authority's Admissions officer who will state that all nursery provision will be Welsh medium (as planned within the first five years of the timeframe of this strategic plan).
- Any new parents from outside the authority will be referred to the authority's Admissions officer who will distribute uniform information indicating that provision for pupils will be Welsh-medium immersion education from the early years up to the age of 7 and will note the benefits of bilingualism and living in a bilingual society. This will be operational within the first five years of this strategic plan.
- As parents choose a school for their child, it is a duty under Section 10 of the Measure to promote access to education and training through the medium of Welsh. Section 6 of the Measure empowers local authorities to provide transport arrangements for learners who do not necessarily attend their nearest school because of language choice.

Home to School/College Transport Policy:

<https://www.ceredigion.gov.uk/resident/schools-education/school-college-transport/>

- Work in partnership with Early Years Wales (which supports the settings) and relevant Management Committees to ensure that the provision in their playgroups for 2-3-year-olds (eventually) i.e., St Padarn's and Little Acorns, will have an increasingly Welsh medium emphasis as all children will

transfer to 3-year-old nursery Welsh-medium provision in the local schools within the first half of the timeframe of this strategic plan.

- The children of Aberporth Playgroup are currently transferring to Welsh medium education, so we will be working alongside and supporting the setting to see an increase in the use of Welsh, from September 2022 onwards.
- Collaborate with private childcare groups e.g., Day Nurseries in order to ensure an increase in Welsh medium provision to facilitate continuity of Welsh medium nursery/reception education in Aberystwyth area schools.
- Continue to work with ‘Mudiad Meithrin’, Cymraeg i Blant (Welsh for Children), Ti a Fi Groups, Family Centres and Flying Start to support parents and children to begin the journey of Welsh medium education through the immersion method.
- Continue to work with ‘Mudiad Meithrin’ and hence the ‘Cylchoedd Meithrin’ to provide Flying Start (see above), the Childcare Offer and wrap around services.

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

Without exception, all children in Ceredigion will be provided with full access to Welsh-medium education from the early years (aged 3) to aged 7, building on that choice as they move on to the next stages of their education and social life, aged 11 and beyond.

Key Data

The table below shows the percentage of those 3-year-olds who will be in Welsh medium education (nursery classes) in Ceredigion schools and non-maintained Welsh medium settings. In 2020/21, that percentage was around 79%. By the end of this strategy, the percentage will have increased and will include those nursery classes (3-year-olds) developed into Welsh-medium provision.

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

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
	80 - 85%		80 - 85%		80 - 85%		80 - 90%		85 - 95%
2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028	
	85 - 95%		90 - 100%		95 - 100%		95 - 100%		95 - 100%

Outcome 2

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

Where are we now?

In the 2020/2021 school year, 72.9% of all Year 1 pupils in Ceredigion County Council's schools attended Welsh-medium education.

Year 1 pupils at Ysgol Bro Pedr will be present in the data in September 2022 as they have already gone through the process of linguistic development for the foundation phase. Those children in the nursery class for 2020/21 are the first pupils to follow the Welsh-medium continuum in the foundation phase.

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

Welsh 2050 makes it clear that full Welsh language immersion education - that is, education in a predominantly Welsh-medium or Welsh-medium setting - is the most reliable way of creating individuals with the skills and confidence to use it and to feel comfortable in using it in their daily lives.

- Through a consultation process and co-operation with headteachers, governing bodies and all stakeholders of Ysgol Cei Newydd, Ysgol Plascrug, St Padarn's, Ysgol Llwyn yr Eos and Ysgol Comins Coch, see the development of the current system in order to offer a wider linguistic choice to all the children in these schools. This development would mean a language immersion situation in the early years up to seven years of age in all schools including the establishment of a new Welsh medium nursery class at Ysgol Comins Coch, St. Padarn's and Ysgol Cei Newydd.
- Consult on the creation of Welsh-medium nursery and foundation phase provision at Ysgol Comins Coch, St. Padarn's and Ysgol Cei Newydd to coincide with the below.
- Hold a consultation process, specifically in the Aberystwyth area during the first half of the timeframe of this strategic plan, in order to see a language development in the Foundation Phase of:

Ysgol Plascrug (existing nursery provision)
Comins Coch School (offering nursery provision)
Ysgol Llwyn yr Eos (existing nursery provision)
St. Padarn's (offering nursery provision)
Ysgol Cei Newydd (offering nursery provision)

- The first children to be considered on the Welsh medium continuum would be those who enter the nursery class in all schools (Ysgol Plascrug, Ysgol Llwyn yr Eos, Ysgol Comins Coch, St.Padarn's and Ysgol Cei Newydd) at a date set within the first half of the timeframe of this strategic plan e.g. September 2025.

The above consultations will take place at the same time during the first 5 years of this plan. Initially (from September 2022), the council intends to support the schools and their governing bodies in sharing information and raising awareness of the meaning and impact of the developments.

Any applications for WG grant funding (under the 'Sustainable Communities for Learning Programme') in respect of schools will consider the target to increase the number of Year 1 children taught through the medium of Welsh.

As WM provision is available across the county the principle of increasing the demand for that education does not apply. The intention to develop nursery education and across the foundation phase in the Aberystwyth and New Quay area schools is to increase the capacity of the Welsh-medium system. There are no numerous housing estates being built in Ceredigion and therefore 'Section 106' funding does not apply here. Where housing estates are built the authority will apply for Band 'C' funding especially if there is an impact due to an increase in the number and capacity of school admissions. Welsh medium education will be offered across Ceredigion to pupils up to the age of 7. For older pupils the Language Centre provision supports those schools that are Welsh medium. A new Language Centre in Aberystwyth will support the linguistic development that will take place there during the first 5 years of this plan. The Welsh language is a key issue in Ceredigion's 'Local Development Plan' noting the following: "Over 50% of the population understands the Welsh language, and there is a need to ensure, as far as possible, that development nurtures and strengthens the language".

A new school in the Aeron Valley will provide nursery education in a dedicated classroom but will not add to the current number /% of Year 1 pupils, as all transferring schools are existing Welsh medium ones (YG Felinfach, YG Dihewyd, YG Ciliau Parc).

<https://www.ceredigion.gov.uk/resident/schools-education/planning-education><https://www.ceredigion.gov.uk/resident/schools-education/planning-education-provision/provision/>

Ceredigion will work closely with Powys, Carmarthenshire and Pembrokeshire County Council to ensure that pupils attending cross-border schools e.g., Ysgol y Preseli, Ysgol Gyfun Emlyn continue to follow a Welsh-medium route (if applicable).

Language Centres

Y2-6 latecomers' immersion centres are accessible at two permanent locations in the county, those being Canolfan y Castell (Cardigan) and Canolfan y Felin (Felinfach). The county's provision for latecomers is on target. This is specialist provision for pupils who have recently moved into the area and is organised according to need.

A Language Centre for the Aberystwyth District, in the extension of Ysgol Gymraeg Aberystwyth, is an application from Ceredigion for the 2021 Welsh language capital grant to meet the growing need in the north of the county and in response to the consultations set out in this strategy.

The application for the extension of Ysgol Gymraeg Aberystwyth (above) will add 30 additional places there and will include a Language Centre.

Responding to demand e.g.in establishing language support for latecomers who are secondary aged pupils (mainly Y7 and Y8) at Ysgol Bro Teifi, is also part of the current and future strategy. Through significant financial investment and the determined support of Ceredigion County Council, the provision across all language centres will continue.

Numbers of pupils who have attended the Language Centres since the Spring Term 2020

Spring Term 2020	Lockdown/ Virtual Provision	Summer 2022	Autumn 2022
33 Primary	32 Primary	12 Primary Latecomers	12 registered so far
29 Secondary	7 Secondary	24 Primary (Aberystwyth area) Refresher prior to transfer to Welsh Medium Secondary	

The 'Expression of Interest - Welsh medium late immersion grant' form (to be submitted to the Welsh Government by 8 July 2022), details how immersion funding will be used over the next three years in Ceredigion. The proposal aligns with the WESP in terms of improving the linguistic skills of KS3 pupils in order to increase the percentage studying GCSE through the medium of Welsh. It will also contribute to the target of 100% of pupils studying 100% through immersion and Welsh up to the age of 7. This grant offer is also going to support teaching staff and assistants in those schools to improve and develop their language skills that are compatible with outcome 1, 2 and 7 of the WESP. The priority to target latecomers through Language Centres aligns with our capital bid to build a dedicated Language Centre in the Aberystwyth area on the site of the Ysgol Gymraeg.

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

All children in Ceredigion have/will have had full access to Welsh medium education from the early years (aged 3) up to aged 7 and will build on that choice as they move on to the next stages of their education and social life up to the age of 11 and beyond.

Key Data

Progress targets to show the percentage of 5-year-olds (Year 1) receiving their education through the medium of Welsh.

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

2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
78%	80%	82%	85%	100%
2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031	2031 - 2032
100%	100%	100%	100%	100%

Outcome 3

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

Where are we now?

The current situation, and how this is to progress further over the term of this plan (for children under 5), was noted in outcome 1 and 2 above.

76% of Year 1 pupils in Ceredigion are following the WM education pathway in 2021/22.

KS2 Data - Number /% assessed through the medium of Welsh since 2017/18 as a total and percentage of all Year 6 pupils (annual PLASC data):

2017/18	2018/19	2019/20	2020/21	2021/22
492 Out of 682) =	476 (Out of 643) =	459 (Out of 621) =	528 (Out of 740) =	510 (Out of 691)
72%	74%	74%	71%	= 74%

KS3 Data – Number/% of pupils assessed through the medium of Welsh since 2017/18 as a total and percentage of all Year 9 pupils (annual PLASC data):

2017/2018	2018/2019	2019/2020	2020/21	2021/22
470 (Out of 730) =	485 (Out of 732) =	482 (Out of 681) =	497 (Out of 743) =	484 (Out of 714) =
64%	66%	71%	67%	68%

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

'School categories according to Welsh-medium provision' (Welsh Government)

In line with guidance in the Welsh Government's 'School categories according to Welsh-medium provision' guidance document, the authority will map current education provision according to Welsh language teaching and learning, using PLASC data as a baseline, from July 2021 onwards.

By July 2022 the authority will agree with the governors of each maintained school which category best describes the vision in the WESP for linguistic development, including the transitional categories.

Primary Schools	2007 Category	Proposed 2022 Category
All primary schools apart from 5 (36 schools)	Welsh medium schools	Category 3 Welsh Medium
Plascrug, Llwyn yr Eos, Padarn Sant, Comins Coch, Cei Newydd	English medium schools but with significant use of Welsh	T2 Transitional
Secondary Schools	2007 Category	Proposed 2022 Category
Penweddig	Welsh Medium School	Category 3/P Welsh Medium
Aberaeron	Bilingual School - 2C	T3 Transitional
Aberteifi	Bilingual School - 2C	T3 Transitional
Bro Pedr	Bilingual School - 2B	T3 Transitional
Penglais	English Medium	Category 1 English Medium
All-age Schools/Middle Schools	2007 Category	Proposed 2022 Category
Bro Teifi (prim)	Welsh Medium School	Category 3 Welsh Medium
Bro Teifi (sec)	Welsh Medium School	Category 3P Welsh Medium
Henry Richard (prim)	Welsh Medium School	Category 3 Welsh Medium
Henry Richard (sec)	Bilingual School - 2B	Category 3 Welsh Medium
Bro Pedr (prim)	Dal Stream – Welsh Medium and English medium with significant use of Welsh	Category 3 Welsh Medium T2 Transitional
Bro Pedr (sec)	Bilingual School - 2B	T3 Transitional

The authority will co-operate with and support schools in order for them to meet the relevant and expected educational/linguistic outcomes as they progress towards them by 2032 and beyond.

Target

Percentage increase in the number of pupils transferring from existing Welsh-medium primary schools to Welsh-medium secondary education (in the Aberystwyth area)

79% of Year 6 pupils transferred to secondary WM education in September 2020 from these schools.

September 2021 Target: 80%

September 2022 Target: 82%

September 2023 Target: 84%

September 2024 Target: 86%

September 2025 Target: 90%

Due to the nature of the population and its general mobility, especially in coastal/seaside locations in the Aberystwyth area, a large number of pupils who decide not to attend Welsh-medium secondary education on transfer are latecomers who arrive in these schools in Year 4,5 and 6. The authority will agree progress targets with the relevant individual schools and plan for this from September 2022 onwards. The authority will also review its targets for 2026 to 2032 in the light of progress made against the previous targets set out above.

Target

Build on the solid foundation laid in the foundation phase so that pupils aged 7-11 at Ysgol Plascrug, St. Padarn's, Ysgol Llwyn yr Eos, Ysgol Comins Coch and Ysgol Cei Newydd can continue to develop their linguistic skills. The aim is to ensure that they understand and speak Welsh confidently in line with the aspiration in the four purposes of a Curriculum for Wales and to offer them further choice, in future, in the language medium of their secondary education.

Target

Collaborate with relevant stakeholders to ensure linguistic continuity from primary to secondary in Mathematics and Science at Ysgol Penweddig (to coincide with the linguistic continuum of the Curriculum for Wales)

Target

Increase linguistic progression in the areas offered and assessed through the medium of Welsh at KS3 across Ysgol Bro Pedr, Ysgol Henry Richard, Ysgol Penglais, Ysgol Uwchradd Aberaeron, Ysgol Uwchradd Aberteifi and Ysgol Penweddig.

Target

Consult with relevant stakeholders in order to plan the Category 3 linguistic development and progression in key stages 3 and 4 of Ysgol Richard School (School categories according to Welsh medium provision' - Welsh Government) with implementation in the short to medium term of this 10-year plan.

Target

Plan a definite increase in the number of pupils studying for qualifications and assessed through the medium of Welsh across secondary schools. Build on the confidence of KS3 pupils through authority training support, extra-curricular support, homework support ('app' development at county/national level), language awareness training for staff and pupils in years 7, 8 and 9 etc., linked with the authority's HYDER campaign.

Target

In accordance with the guidance noted in 'School categories according to Welsh medium provision' (Welsh Government), consult with all stakeholders at Ysgol Penglais in order to plan the relevant language development over the 10-year period of this plan. The aim is to ensure linguistic progression from the primary according to the requirements of the four purposes and a Curriculum for Wales.

Target

Ensure that the 'Developing Education in Ceredigion 2022-32' document aligns with the WESP 2022/32 in terms of ensuring full post-16 Welsh-medium provision in the county.

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

Over the next decade, it is intended to consult, in accordance with the guidance in 'School categories according to Welsh-medium provision' (Welsh Government) with the stakeholders of the following secondary schools: Ysgol Uwchradd Aberaeron, Ysgol Uwchradd Aberteifi, Ysgol Henry Richard and Ysgol Bro Pedr so that by 2032 they meet the requirements of C3 for the vast majority of pupils.

(The program of consultation above will begin during the first part of this plan for Ysgol Henry Richard, followed by the other schools mentioned above).

Key Data

Number and percentage of Year 1-6 pupils attending Welsh-medium and English-medium education in 2021/22 (PLASC 2022)

	<u>Year 1</u>		<u>Year 2</u>		<u>Year 3</u>		<u>Year 4</u>		<u>Year 5</u>		<u>Year 6</u>	
<u>Welsh Medium</u>	504	74%	524	76%	458	72%	499	75%	523	73%	510	74%
<u>English Medium</u>	159	24%	161	24%	179	28%	170	25%	198	27%	181	26%

Year 7 tracking data (September 2021) by secondary school showing percentage of pupils "continuing" to study through the medium of Welsh

Primary School Area	Tracking Cohort	Primary Language		Secondary Language		Percentage "continuing" in WM
		Welsh	English (or SL)	Welsh	English (or SL)	
Aberystwyth	328	171	157	142	186	83%
Tregaron	33	32	1	31	2	97%
Lampeter	81	49	32	44	37	90%
Aberaeron	110	98	12	89	21	91%
Aberteifi	107	107	0	87	20	81%
Llandysul	40	40	0	40	0	100%
Ceredigion	699	497	202	433	266	87%

Across Ceredigion therefore 87% (2021) of pupils are "staying" in Welsh medium education when transferring from primary to secondary sector. For the purpose of the table Ysgol Penglais was considered to be predominantly English-medium, although a proportion of pupils attended Welsh First Language.

The authority will agree and plan 'progress targets' with the relevant primary and secondary schools individually in conjunction with the categorization of Welsh medium provision from September 2022 onwards.

Based on this data the targets below have been set in order to see an increase in the percentage of pupils who continue to improve their Welsh language skills when transferring from one phase (primary) to another (secondary). This will go hand in hand with the development of secondary schools in line with the categorization process of Welsh medium provision.

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	
	88%		88%		89%		89%		90%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
	90%		90+%		90+%		90+%		90+%

Outcome 4

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

Where are we now?

Welsh as a subject

Ceredigion's language policy indicates a strong progression in terms of the study of Welsh as a subject. Pupils who have attended Welsh medium primary schools or have spent a whole key stage studying Welsh first language follow the same route through the secondary key stages.

Number and percentage of pupils studying the first language specification in 2020/2021

KS3 - Because of Covid restrictions the data for KS3 IS INCOMPLETE

KS4 - In Summer 2021 63.7% studied for a first language GCSE qualification (445 pupils)

KS5 - In Summer 2021 7.7% studied Welsh first language as an A Level subject.

Number and percentage of pupils studying the second language specification in 2020/2021

KS3 - Because of Covid restrictions the data for KS3 IS INCOMPLETE

KS4 - In Summer 2021 28.8% studied for a second language GCSE qualification (201 pupils)

KS5 - In Summer 2021, 0.0% studied Welsh second language as an A Level subject.

SUBJECTS THROUGH THE MEDIUM OF WELSH

Currently all pupils who attend a Welsh medium primary school experience the areas of learning through the medium of Welsh (FPh) and at least 70% of the teaching is through the medium of Welsh in KS2.

The aim is to teach 40% of the curriculum through the medium of Welsh in the FPh in the 'Predominantly English Medium but with significant use of Welsh' primary schools and 30% in KS2.

KS3 - Because of Covid restrictions the data for KS3 IS INCOMPLETE

KS4 – In Summer 2021, 66.4% of Ceredigion pupils had succeeded in studying 2 or more GCSE qualifications through the medium of Welsh (of those who studied Welsh as a 1st Language except for pupils at Penglais).

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

- It will be necessary to ensure the same robustness in terms of language routes as we lead schools through a change in the schools' designations system.

- It will be necessary to support secondary schools as they encourage pupils to continue with their first language route.
- Target more pupils from Welsh medium primary schools to continue with Welsh medium education, especially in the Aberystwyth area.
- Provide Gloywi Iaith (Language Improvement) training for those teachers who lack confidence in their use of the language.
- It will also be necessary to ensure that schools understand the requirements of new GCSE qualifications due to the Curriculum for Wales.
- Further confirmation will be required following Qualifications Wales' consultation on the proposal that Welsh GCSE is equivalent to one and a half GCSEs. The consultation's result will have an effect on the data and our targets.
- Similarly, it will be necessary to consider schools' provision of subjects through the medium of Welsh as they are organised into the correct designation. Many of our schools will fall between two categories and further support will be required to move schools along the route that increases the percentage of subjects offered, studied and assessed through the medium of Welsh.

<u>Subject</u>	<u>2017/18</u>	<u>2018/19</u>	<u>2019/20</u>	<u>2020/21</u>
GCSE 1 st Language	<u>63.4</u>	<u>63.8</u>	<u>63.5</u>	<u>63.7</u>
'A Level' 1 st Language	<u>5.0</u>	<u>6.7</u>	<u>5.8</u>	<u>7.7</u>
'A Level' Second Language	<u>0.0</u>	<u>0.8</u>	<u>1.0</u>	<u>0.0</u>

2022 – 2026 Targets: GCSE 1st Language and A Level

Pwnc	2022/2023	2023/2024	2024/2025	2025/2026	2026/2027
GCSE 1st Language	64%	64%	65%	65%	66%
'A Level' 1st Language	8%	8%	8.5%	9%	10%
'A Level' Second Language	1%	1%	2%	2%	3%

'Guidance on school categories according to Welsh-medium provision' states that "the categories themselves will be defined by the amount of time made available for learners to learn Welsh. This will include the time allocated to delivering the curriculum through the medium of Welsh as well as other school activities that provide opportunities for learners to use and enrich their Welsh language skills".

They also state that "It's a particular priority to ensure that more bilingual schools introduce a greater proportion of the curriculum in Welsh to give learners a strong linguistic foundation".

In the light of what is also stated in the document around 'Input' and 'Output' in the context of Secondary Schools i.e.

- Input: The percentage of Areas of Learning and Experience (AoLEs) as well as extra-curricular activities offered through the medium of Welsh.
- Output: The percentage of pupils following those Areas of Learning and Experience (AoLEs) through the medium of Welsh up to the age of 16

.....the authority will we support Secondary schools to take steps to increase the number of qualifications pupils can study through the medium of Welsh?

- Ensure that the new Secondary Curriculum Co-ordinator's work will specifically include the requirement to monitor the provision and to collect information regarding the KS4 and KS5 Welsh medium study rate. The Co-ordinator will be able to collect current data from whichever exam/qualification board schools choose e.g., some schools changing from teaching A Level to providing a BTEC course.
- From September 2022 the authority will plan and set annual targets in partnership **with each secondary school individually** in terms of increasing the learning medium. These targets will form part of an 'Individual Action Plan' for each school under the heading 'Percentage of pupils who follow the Areas of Learning and Experience through the medium of Welsh up to the age of 16'. The authority and schools will record progress against targets by school year to facilitate monitoring. The authority will report annually on the progress of those schools against the targets and through regular monitoring discussions with Government officials.
- Consult on changing one secondary school's category to designation 3.
- Continue to distribute the relevant Welsh language finance to ensure Welsh medium classes for KS4 subjects - monitor and justify this expenditure before, during and at the end of financial periods.
- Ensure that 'adding to the provision of Welsh medium subjects' is reported upon annually in each school's 'School Development Plan'.
- Establish a committee and meetings for Governors with responsibility for the Welsh language in order to refine their role and strengthen accountability.
- Use the e-sgol system to support GCSE subjects and enhance the e-sgol menu in terms of Welsh medium A Level subjects.
- Ensure that pupils studying a first language qualification but also study the Welsh Baccalaureate are assessed through the medium of Welsh.
- Support those teachers who lack linguistic confidence to attend the sabbatical course and provide improvement sessions (Gloywi Iaith) for them internally. Courses for assistants (Easter '21) and teachers (September '21) are ready. The new appointment of a Teachers' Early Career Support Officer will also help prioritise these teachers' personal targets and lead them to the relevant courses within their first year and beyond. It will be an asset in preparing the workplace for being able to provide qualifications through the medium of Welsh.

- Collect current data from whichever exam/qualification board schools choose e.g., some schools changing from teaching A Level to providing a BTEC course.
- Hold a Careers/ Jobs Fair - share the importance of bilingualism - it would be possible to do this through a series of short films portraying real life experiences. The 'Hyder' (Confidence) Campaign (see Outcome 5).
- Support schools with the Curriculum for Wales - look at the 4 purposes' subtitle - "All our children and young people will be supported to develop into ambitious, capable learners who... can communicate effectively in different forms and settings, using both Welsh and English." Use the Coleg Cymraeg's 'Turning the Tide in Thirty Years' unit as a module with all pupils.
- Support Coleg Cymraeg Cenedlaethol's school ambassadors with their work.
- Support schools as they design an appropriate progression along pupils' linguistic route from one sector to another, in line with the Curriculum for Wales.
- Collaborate with Coleg Cymraeg and Cered to continue to attend secondary schools' open evenings and promote studying through the medium of Welsh and speaking Welsh. The Welsh in Education Promotion Officer and Cered to collaborate on a timetable and a Secondary support plan.
- Establish a relationship and a plan with Careers Wales in order to share positive messages.
- Ensure that the county's apprenticeships and jobs note the importance/ need for Welsh.

How will we collaborate with schools to ensure that Welsh is offered as an A Level subject by supporting schools to hold small classes, if necessary, in order to safeguard the subject?

- It will be possible to share expertise between schools through e-sgol.
- Promote master sessions held through the Coleg Cymraeg and universities scheme.
- Collaborate with the heads of departments to recognise potential A Level pupils.
- Re-establish and strengthen the heads of departments network in order to collaborate and keep a closer eye on numbers.

How will we collaborate with schools to promote the advantages of studying Welsh as a subject amongst pupils and parents/guardians?

- Share Welsh Government videos - <https://www.youtube.com/cymraeg> during options evenings as well as to promote them amongst parents and on Cardi laith.
- Create our own case study videos tracing the careers to date of pupils who studied Welsh as an A Level subject.
- Create a case study video - Advantages of following the path of a member of staff who has studied Welsh. Collaborate with our stakeholders - Coleg Cymraeg, Cered, Careers Wales and FEIs.

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

- We expect, at the end of this 10-year plan, that 6 of the 7 Secondary schools will meet the requirements of designation 3 (School categories according to Welsh-medium provision - WG).
- We expect to see the percentage of qualifications studied through the medium of Welsh increase gradually every year.
- We expect to see an increase in pupils and parents' confidence to choose Welsh medium education.
- During the 2031 census we will expect to see a higher percentage of pupils between 5 and 15 years old who can speak Welsh.

Key Data

	CYM Cohort	# Welsh Subjects Y11 (2021)				%s Cohort	
		1+	2+	3+	5+	1st	2nd
Ceredigion	445	85.8	60.4	50.6	29.0	63.7	28.8

Excluding Welsh 1st Lang, Welsh Lit, Welsh 2nd Lang etc.

Please note that not all secondary schools offer the same number of subjects at KS4, so the data can be difficult to analyse. Penglais is included in the table, which does not offer any qualifications in Welsh as it is an English-medium school (but about 20% of its pupils study Welsh First Language as a subject). Figures 1+, 2+ etc are based on the Welsh First Language cohort only.

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	
CYM	2+	CYM	2+	CYM	2+	CYM	2+	CYM	2+
64%	62%	64%	63%	65%	64%	65%	65%	66%	66%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
CYM	2+	CYM	2+	CYM	2+	CYM	2+	CYM	2+
66%	66%	66%	67%	67%	67%	67%	68%	67%	68%

Outcome 5

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

Where are we now?

A Welsh in Education Promotion Officer was appointed in September 2020 to lead on the work of the Language Charter (primary and secondary 'Siarter Iaith') and to co-operate with a variety of stakeholders with the specific aim of encouraging the informal use of Welsh amongst Ceredigion pupils.

The Culture Department is now a part of the Schools Department in Ceredigion, therefore offering further opportunities to collaborate on extra-curricular and social opportunities in the context of the Welsh language.

This objective links directly to Ceredigion's 5-year promotion strategy (which is a requirement under the Welsh Standards):

Strategic Aim 1 - Maintain and increase Ceredigion residents' Welsh language skills.

1.3 Objectives - Ensure sufficient opportunities for young people and adults to acquire and develop their Welsh language skills: in the workplace and in the community

whilst also encompassing:

Strategic Aim 2 - Maintain and increase the opportunities to use the Welsh language in various contexts

2.1 - Maintain and increase the use of the Welsh language at a community level.

Cered Data



CERED Data
2019-20.docx

Theatr Felinfach Data

Project	Number of sessions	Number of pupils	Other
Dramatic	6	73	Henry Richard, T Llew Jones, Felinfach schools, KS2
Dramatic Performance (everyone together)	5	225	As above
Dance	5	72	Dihewyd, whole school
Story and Drama Session	1	53	Ysgol Aberaeron, KS2
Cwltwr (Youth theatre workshops)	20	84	Ysgol Bro Pedr, Henry Richard (KS3)

Arad Goch

A performance for KS3 pupils - HUDO

Here are the Ceredigion schools who received a performance/ performances:

School	Performances	Pupils
Henry Richard	1	26
Penglais	2	200
Aberteifi/ Cardigan	2	93
Aberaeron	2	91
Penweddig	2	90
Bro Pedr	2	89
Bro Teifi	1	102
	12	691

Note: 7 performances were held in Welsh and 5 in English

A performance for KS2 pupils – Tu fewn Tu Fas

Here are the names of Ceredigion schools who received the production during 2019-2020:

Talybont	Llwyn yr Eos
Craig yr Wylfa	Plascrug
Rhydypennau	Ponrhydfendigaid
Ysgol Gymraeg Aberystwyth	Syr John Rhys
Aberaeron Primary School	Mynach
Llangwryfon	Comins Coch
Llanfihangel y Creuddyn	Myfenydd
Penrhynoch	Bro Pedr
Penllwyn	Llanarth
Cardigan Primary School	Dihewyd
Penparc	Ciliau Parc
Aberporth	Dyffryn Cledlyn
Felinfach	

Please note: 23 Welsh performances and 4 English performances were held.

Registered after school clubs

	Welsh	Welsh and English	English with elements of Welsh	English	Total placements
Number of registered after school placements	9	6	0	3	18

Ceredigion Youth Service

The Urdd, Young Farmers Clubs, Ieuenctid Tysul Youth, Ceredigion Scouts, Girlguiding Cymru and Ray Ceredigion have a service level agreement with Ceredigion Youth Service. They work with young people aged between 11-25 years old. These Agreements need to meet the following targets in order to promote and support the Welsh language:

- Work towards the numerous National Accreditations provided through the medium of Welsh (the SLG must provide at least 20 to meet their targets)
- The number of sessions provided to develop children and young people's awareness of the social, cultural and economic value of the Welsh language (the SLG must provide at least 10 to meet their targets).

Language Awareness Sessions for Years 7 and 8 (Ysgol Penweddig during the Autumn Term 2020)

30 November (Year 7) - 50 present (over 2 sessions)

1 December (Year 7) - 50 present (over 2 sessions)
7 December (Year 8) - 50 present (over 2 sessions)
10 December (Year 8) - 75 present (over 3 sessions)

Language Charter Data

Llwyn yr Eos – towards Bronze, Saint Padarn’s – Bronze, Comins Coch – Silver, New Quay – Silver, Plascrug – Silver. (*Cymraeg Campus*)

Bronze: Llanarth, Felinfach, Pontrhydfendigaid, Llangwryfon, Cenarth, Bro Sion Cwilt, Ciliau Parc, Dihewyd, Y Dderi, Aberporth, Dyffryn Cledlyn, Craig yr Wylfa, Llanfarian, Penparc

Towards Silver: Aberaeron, Talybont, Rhydypennau, Rhos Helyg, Myfenydd, Mynach, Llanfihangel y Creuddyn, Bro Teifi, Ysgol Gymraeg Aberystwyth, Henry Richard

Silver: Llanilar, Talgarreg, Syr John Rhys, Bro Pedr, Llanon, Llechryd, T Llew Jones

All-age Schools - Ysgol Bro Teifi (FPh and KS2: towards Silver, KS3 and KS4: Bronze)
Ysgol Henry Richard (FPh and KS2: towards Silver, KS3 and KS4: Bronze)
Ysgol Bro Pedr (FPh and KS2: towards Silver, KS3 and KS4: Bronze)

Secondary: Penweddig – Bronze, Penglais, Aberaeron, Cardigan – towards Bronze.

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

- The Welsh in Education Promotion Officer (appointed to the role in September 2020) to lead on the work of the ‘Siarter Iaith’ (primary and secondary) and to co-operate with a variety of stakeholders with the specific aim of encouraging the informal use of Welsh amongst Ceredigion pupils.
- **YMGYRCH HYDER (CONFIDENCE CAMPAIGN) (September 2022 onwards)** - The Welsh Promotion Officer to co-operate specifically with our secondary schools, Ceredigion Actif, The Youth Service, Cered, Theatr Felinfach, The Welsh Support Teachers’ Service (training on improving language skills, developing high level and sophisticated oral skills using the School21 method, targeting Year 7, 8 and 9 pupils etc.). The aim is to encourage confident speakers who are more likely to use Welsh socially in various contexts (especially if they are from non-Welsh speaking homes and are pupils who have acquired a feeling of belonging and integration into their communities). Use the research evidence of the Bangor area and ‘Mentrau Iaith Cymru’ increasing confidence project to target the use of Welsh amongst diffident speakers e.g., the use of language psychology techniques to identify and overcome the individual’s barriers and create an individual confidence plan and offer assistance to act positively.

- Create a baseline questionnaire completed by the county's secondary school pupils regarding their confidence and perceptions in using Welsh.
- That the vast majority (90% +) of after school clubs offer mainly Welsh language provision over the period of this plan.
- Collaborate with Ysgol Henry Richard (specifically) from September 2022, using and sharing evidence from the research project 'A study of the outmigration and aspirations of young people from the Welsh heartlands' in order to develop positive attitudes towards using the language.
- Create and analyse a Welsh in education questionnaire every two years in order to collect information and evidence regarding schools' needs, linguistic tendencies, barriers, details of the 'Siarter Iaith' etc. The questionnaire will offer practical implementation targets over time.
- Establish a new forum to monitor the implementation of the WESP, with specific attention paid to the informal use of Welsh element.
- Collaborate with Welsh medium providers to expand the provision which enables pupils to gain access to Welsh medium extracurricular activities, e.g., 'Urdd Gobaith Cymru', YFC, 'Theatr Felinfach' (which has developed a digital creative platform during COVID), 'Cered' (which has also developed a digital element during COVID - 'Cica Corona'), 'Mudiad Meithrin', Arad Goch Theatre Company, Ceredigion Youth Service, Ceredigion Actif.
- Create a 'Sports Plan', which will operate from September 2021 onwards. Establish a forum to promote the Welsh language in sport - to include representatives from Ceredigion Leisure Services, 1 Secondary Headteacher, 2 Secondary Sports Teachers, 2 members of the Welsh Development team, Cered, the Urdd and local clubs. The scheme's aim will be to promote the staff and young people's confidence to use their Welsh socially and to hear Welsh as a live language. Coaches/sports teachers play a prominent role in the lives of children and young people and can influence and encourage interest. By co-operating across departments, it will be possible to share the importance of the Welsh language and the opportunities for pupils to use it within swimming lessons, fitness classes, community clubs etc. The possibility of creating a Welsh language app within sport is also being planned which will be available to download for the benefit of coaches, pupils and staff. It would promote the use of Welsh/bilingual sports phrases and vocabulary, which would be useful when training. It would also assist pupils who are studying GSCE/a Physical Education qualification with key vocabulary, offer templates for presenting Welsh language press releases, assistance with publishing commentary/game results in Welsh on social media etc.
- Within 5 years, our aim is to see more pupils studying Physical Education through the medium of Welsh and that all Leisure Services staff throughout the authority have the confidence to teach/coach bilingually.
- Continue with 'Siarter Iaith' network meetings in order for the leads to share ideas, good practice, to note their frustrations and to plan together etc. (first meeting held on 10 December 2020).
- Provide activities for specific days to promote the Welsh language, such as Shwmae Su'mae Day, Welsh Music Day, Saint David's Day, etc.
- Cardi-Iaith (@Cardiiaith): establish a Facebook page to share information, introduce language skills, language patterns, involvement and support for parents, to promote Welsh language opportunities within education in the

county. Also, to share opportunities offered by other Welsh language establishments/ organisations.

- Music project – Selar Bach, gigs, promoting the Welsh language music scene by sharing information on current music and bands/artists, Jambori and a plan to work with the county's Music Service to ensure an increasing Welsh language element in the provision.
- Provide on-line training which will promote elements of the Welsh language digitally i.e., podcasts, provide resources, etc.
- Work with Welsh language partners locally and nationally to explore what may be possible regarding the use of computer games, social media, influences and 'influencers' etc. through the medium of Welsh.
- Alongside key partners, we will continue to revise our provision map annually as a record of what is available so that school age children can use their Welsh language skills socially and within their communities.

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

During the ten year plan, through the above activities and in conjunction with the development of the Curriculum for Wales and elements of the four purposes (*i.e. **All our children and young people will be ambitious, capable learners who: can communicate effectively in different forms and settings, using both Welsh and English as well as All our children and young people will be ethical, informed citizens who: are knowledgeable about their culture, community, society and the world, now and in the past***), we expect to see increased confidence and pride amongst pupils in their ability to communicate in Welsh and English and in multilingualism in general. Ensuring that the Welsh language is relevant, lively, contemporary and inclusive will be crucial elements in the success of these actions during the WESP's duration.

All Ceredigion secondary schools will have fully engaged with the aims of the 'Siarter Iaith' and will be responding positively to developmental aims within the various steps.

A programme of extracurricular social activities, designed in collaboration with our stakeholders, will be in place to develop further the opportunities available for pupils of all ages to use their Welsh language skills.

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?

- We are able to provide most of the ALN support bilingually. The only gap, by now, is the support for learners with hearing or multi-sensory impairment. The authority pays for the services of a specialist multi-sensory impairment teacher at a regional level, but no service is available through the medium of Welsh. We have a specialist teacher with visual impairment accreditation in Ceredigion who can operate through the medium of Welsh.
- Over the last three years, we have planned to appoint and train an advisory teacher to be able to provide support for visually impaired learners through the medium of Welsh. A member of staff has now been appointed and this provision is operational through the medium of Welsh.
- All members of the central SEN team speak Welsh except for one of the hearing impairment advisory teachers. Our ALN transition co-ordinator has been learning Welsh since her appointment.
- Team meetings are held through the medium of Welsh.
- All face-to-face training, we offer to school staff can be delivered through the medium of Welsh.
- All digital training, we have created for school staff since the lockdown period is available bilingually.
- All interventions we support within our schools can be provided in Welsh or English. The language of the class is prioritised for literacy, numeracy, physical and social cohesion intervention programmes. The only exception is speech and language programmes which prioritise the language of the home, as the health service policy is to target this as developing a life skill rather than an education skill.
- All SENCOs, apart from two, can speak Welsh. This means that SENCO networks are delivered bilingually.
- The main operating language of our Specialist Resource Centres (SRC) is English, but they all teach Welsh as a second language. When a pupil who requires specialist provision through the medium of Welsh is placed in one of the SRCs, we provide this by ensuring the close support of a Welsh speaking teaching assistant.
- Nearly all the lead teachers in our specialist centres are able to speak Welsh. Due to the home language of many of our pupils, the main operating language of our specialist centres is English, but they all teach Welsh as a second language. When a pupil who requires specialist provision through the medium of Welsh is placed in one of the specialist centres, we provide this and also secure the support of a Welsh speaking teaching assistant (LSA).

- The vast majority of our pre-school settings offer Welsh medium provision with a minority offering English language provision.
- Many of our childminders offer English language provision. This can be a problem as children transfer to Welsh-medium schools.
- The ability to speak Welsh is noted as an essential skill in the recruitment process for all new posts within the SEN/ALN team. Where the level of expertise means that applicants do not possess the necessary (Welsh) language skills, the post is offered subject to the agreement to develop these within two years.
- All schools ensure that parents understand that any provision and intervention is available in Welsh and with linguistic intervention (apart from speech and language programmes) developing the language of the classroom takes priority over developing the language of the home.
- Parents receive the information regarding the language provision options when choosing a school and specialist setting.
- All the resources created to support schools are available bilingually. These are shared on 'Teams'. When resources complement an intervention that promotes the development of specific language skills, linguistic equality is ensured in the quantity and quality of resources.
- Standard assessments available through the medium of Welsh are insufficient but the team of educational psychologists within the authority are able to deliver standardised English assessments orally through the medium of Welsh. The weakness with this is that the results cannot then be recorded as standardised. Any development in this area is a national issue.
- We have conducted an audit of the resources and assessments available in Welsh and have translated English resources where there was a gap. There is still a large gap in psychometric assessments but using the Welsh language in administering them is practical enough – though insufficient. Developing this area is a national issue.
- As there is only one standard Welsh spelling assessment, which is not sufficiently suitable for use across the key stages, we have worked together to develop a spelling assessment within Ceredigion. Although not a standard assessment, it is used as part of a scheme to identify and strengthen specific spelling weaknesses. Any development in this area is a national issue.
- We are looking to rewrite Ceredigion's 'SEN Strategy and Policy' to accompany the Act and the new ALN Code. This work will be completed when the ALN Code is published in Spring 2021. We will ensure that all documentation, including the criteria, is bilingual.
- We have shared high quality bilingual ALN training resources with LAs within the region.
- We have also worked with the region in developing high quality bilingual ALN training resources.
- We have translated a speech and language skills assessment programme (Wellcomm) so that it is suitable for use within Ceredigion.
- We have adapted and translated training playlists shared by the County of Swansea.
- The multi-agency 'Referral Scheme' meetings are conducted through the medium of Welsh.

- When we organise a multi-agency conference, we provide a simultaneous translation service.

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

- Continue with the current position of ensuring a Welsh language provision within our schools and appropriate resources to support this.
- Develop the situation in terms of training by creating more specialised digital/virtual presentations in both languages so that school staff can use their language of choice on an individual basis. This has been achieved by ensuring that a wide range of specialist ALN training is now available in both languages.
- Put Welsh-medium provision in place in all cases including input from the advisory teacher for hearing impairment by making reasonable adjustments e.g., ensure a partnership with a Welsh language Teaching Assistant for translation purposes and a speech and language therapist where signing is required.
- Develop the Welsh language provision for sensory needs by planning to train an advisory teacher as a specialist teacher for hearing impairment. Specialist provision for multi-sensory impairment is a regional responsibility as the region's LAs share this expertise. The post of specialist teacher for hearing impairment was advertised twice but there was only one candidate. The applicant was appointed as his/her experience and expertise were strong, although he/she did not speak Welsh. The member of staff is committed to learning Welsh, and this is stated in the job contract.
- Ensure that any new staff appointed are able to speak Welsh and provide input through the Welsh language. Where this is not possible, due to the professional skills expertise required, staff should commit to learning Welsh within two years of appointment.
- Raise awareness and expectations of the early years' workforce in terms of developing Welsh language skills and signposting them to free professional development. Include this information at the annual conference.
- 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 in the region although as a county we will not continue to be a member of ERW.
- Collaborate with DECLO and other agencies regarding the importance of the workforce's Welsh language skills and provision.
- Collaborate across the Hywel Dda region on the positive impact of the early years strategy and the integration system on the development of Welsh language skills.

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

- Plan to ensure that the central ALN team continues to include a wide range of specialist skills as well as the ability to work and provide a service through the medium of Welsh as many members of the current team reach retirement age. The authority has already appointed a new advisory teacher, who is a Welsh speaker, as part of these preparations.
- Continue with the current position of ensuring Welsh language provision within our schools and appropriate resources and training to support this.
- Undertake an audit of learners' needs in Ceredigion as well as an audit of provision to ensure effective forward planning.
- Co-operate on a multi-agency level through the medium of Welsh where possible and appropriate. We anticipate that the end of the transition period to the ALN system will need to be reached before the audit implementation is appropriate. This is likely to happen during the 2024-25 academic year.
- Ensure that the WG leads on the development of more specialist resources, including a structured Welsh spelling scheme and standard assessments, including standard Welsh spelling test/tests to support LAs and schools.

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?

Most recent data about the education workforce in Ceredigion (January 2021)

Age Groups (11/01/2021)								
Count of Age Group	Column Labels							
Row Labels	16-25	26-35	36-45	46-55	56-65	65+	N/A	Grand Total
Assistant Head Teacher		3	13	13			6	35
Classroom Teacher Main Pay Range	41	126	36	24	10	3	118	358
Classroom Teacher Upper Pay Range		86	176	138	48	18	5	471
Deputy Head Teacher		3	12	5	1		3	24
Head Teacher		3	10	22	2		5	42
Support Staff	115	187	228	358	281	58	273	1500
Unknown Head Teacher		1	2	2			1	6
Unqualified Teacher	3	4	4	2	3	1	1	18

Age Groups by Sector (11/01/2021)

Count of Age Group	Column Labels				
Row Labels	All Through School	Primary School	Secondary School	Supply Teachers	Grand Total
16-25	26	89	56	9	180
26-35	88	208	107	38	441
36-45	128	264	115	54	561
46-55	151	294	168	43	656
56-65	68	178	111	32	389
65+	12	93	35	18	158
N/A	88	278	124	2	492
Grand Total	561	1404	716	196	2877

Support Staff by Sector (11/01/2021)

Count of Age Group	Column Labels							
Row Labels	16-25	26-35	36-45	46-55	56-65	65+	N/A	Grand Total
Support Staff	115	187	228	358	281	58	273	1500
All Through School	15	49	65	99	56	8	54	346
Primary School	56	96	106	165	134	23	153	733
Secondary School	44	42	57	94	91	27	66	421
Grand Total	115	187	228	358	281	58	273	1500

The education workforce in Ceredigion's Secondary and All-age schools

Secondary School and All age school (KS 3 onwards)	Teaching/Working through the medium of Welsh	Able to teach/work through the medium of Welsh	Unable to teach/work through the medium of Welsh	Teaching Welsh only as a subject	Total
	229	31	90	4	354

Number of teachers according to their Welsh language skills

Secondary School and All age school (KS 3 onwards)	No Skills	Entry Level	Foundation Level	Intermediate Level	Higher Level	Proficient Level	No information	Total
	21	31	22	21	46	198	15	354

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

- Ensure a career path and support for those teachers/deputy headteachers/senior teachers who wish to become headteachers within the authority and who are leaders in the Welsh medium sector through e.g., NPQH qualification.
- The authority's Human Resources department will revise its arrangements for planning the education workforce over the next period to ensure a sufficient workforce to meet the demand in the Welsh/bilingual sector. Recent Welsh Government documentation - 'Welsh in education workforce plan', 'Welsh in education workforce plan: summary of Welsh in Education Strategic Plans' and 'Welsh in education workforce plan: Data Analysis' are intended to inform the arrangements here. Planning for the internal system will take place between June and August 2022 and aims to be operational from September 2022. The system will be a detailed record of the education workforce and will set annual targets over the life of this 10-year WESP and achieve the 4 goals addressed in the 'Key Objectives and Actions' of the documentation. Ensuring the ability to obtain detailed and relevant data analysis of the education workforce situation (e.g., age cross-section and projections of retirements) and linguistic issues, will be a core part of the system. The council will be able to set out clearly, in the form of quantitative targets, how it will increase the proportion of the workforce with language skills to be able to teach in the Welsh-medium sector. Ceredigion County Council will plan the needs of the workforce in partnership with all its stakeholders including the Welsh Government.

- Work with Wales' National Academy for Educational Leadership to attract potential headteachers to Ceredigion when some of the current headteachers retire.
- Identify and secure full support for the relevant workforce that will need upskilling through the Sabbatical Scheme (especially in schools in the Aberystwyth area) over the period of the plan.
- Develop a rolling program to support secondary teaching and support staff to learn Welsh or to gain further confidence in it (through the Sabbatical Scheme). Identify at least 3 - 4 practitioners annually for this.
- Produce a model 'Language Policy' for internal use by all schools including e.g., the expectation when recruiting in terms of the Welsh language, the expectation regarding the use of Welsh first, professional conduct and the Welsh language etc.
- Collaborate with 'Y Coleg Cymraeg Cenedlaethol' to promote the benefits of studying Welsh as a subject and to gain a qualification at all levels e.g., to use promotional materials in open evenings and options evenings in secondary schools, to train school leaders at all levels about the need to promote Welsh as a subject.
- Collaborate with 'Y Coleg Cymraeg Cenedlaethol' and Teacher Training Institutes to encourage pupils to consider and pursue a career in education (to teach in the bilingual sector and to teach Welsh as a subject).
- To target, shadow and mentor year 10-13 pupils in order to attract them to view teaching in the bilingual sector as an attractive career.
- To attend teacher training institutes' education fairs to try to attract individuals to teach in Ceredigion (mainly Bangor, Aberystwyth and Carmarthen).
- To collaborate with further education colleges to encourage students there to take advantage of their language skills and to improve them in order to gain employment as teaching assistants in Ceredigion schools.
- Collaborate with Mudiad Ysgolion Meithrin with a view to increasing the number of learners applying for a place on the organisation's Level 3 Apprenticeship Course.
- Collaborate with Mudiad Ysgolion Meithrin facilitating a partnership between the county's secondary schools and the organization to provide courses for pupils leading to a qualification within the Childcare workforce.
- Collaborate with Mudiad Ysgolion Meithrin in sharing positive messages about the Welsh language and employment opportunities e.g., within the county's secondary schools, emphasizing the importance of the Welsh language when working in childcare in Ceredigion.
- Collaborate with Mudiad Ysgolion Meithrin and Ceredigion secondary school careers advisers as well as trainers in the field e.g., Coleg Ceredigion, to encourage the county's young people to take up a career in early years and childcare making them aware of the senior roles and potential career path when working in the sector.
- Ensure high level training for teachers on 'Areas of Learning and Experience - Language, Literacy and Communication' as well as the Welsh language across all other areas of learning and experience.
- Produce a plan of annual training on successful bilingual teaching methodology.

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

- Ceredigion LA's education workforce is increasingly able to teach through the medium of Welsh and to teach Welsh as a subject.
- There is a supply of teachers to teach the current subjects which are difficult to recruit for e.g., Welsh, Science/Sciences, Mathematics, Modern Languages, Design and Technology.
- The workforce is aware of its role in offering pupils the confidence to speak and use Welsh not only academically (oral, reading and writing) but also socially (being confident speakers who engage with and integrate in their communities).
- The whole workforce in Ceredigion schools see the important role they have in creating pupils who are confident speakers and who see Welsh as an inclusive and relevant language in a world of other important languages.

How we will work with others to achieve our vision

The Forum will meet to offer its views during the initial planning of the document in May 2021. Once the document is approved by Welsh Government, the forum will meet once every school term to oversee its implementation and to evaluate progress.

The forum will include approximately 10 members including stakeholders in the relevant education sectors - one primary and secondary head teacher, members of the county's education team, the Welsh Language and Equalities Policy Officer, the Welsh Language Promotion Officer and representatives of the Parents for Welsh Medium Education Movement (RhAG), 'Mudiad Meithrin', Early Years Wales, Hyfforddiant Ceredigion, Coleg Ceredigion and Aberystwyth University's Department of Education.