

Welsh in Education Strategic Plan



Name of Local Authority

CARMARTHENSHIRE

Plan Period

2022-2032

This WESP 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 put due consideration to the statutory guidance issued by Welsh Ministers when setting our targets.

Signed: _____

Date: 4..7.22

(The Chief Education Officer in your local authority needs to sign this Plan)

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

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

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

According to the 2011 Census, Carmarthenshire boasts the largest number of Welsh speakers in Wales. Our bilingual population is a unique and valuable asset.

We have a statutory duty to provide Welsh language services, but we are also passionate about promoting the Welsh language and ensuring that all our residents have the opportunity to learn and use Welsh in all aspects of life.

We are determined to ensure that the Welsh language remains a living language in the communities of Carmarthenshire. To do this, we must work together to create more opportunities for children, young people, adults and families to learn and use Welsh at school, at work, in businesses and in leisure activities.

The Council's long-term vision in the '[Strategy for Promoting the Welsh Language in Carmarthenshire](#)' is to: Aim to make Welsh the main language of the county.

There are 5 main aims -

1. Increase the numbers acquiring basic and further skills in Welsh through the education system and through language transmission in the home.
2. Increase the confidence of Welsh speakers and therefore the use of Welsh in every sphere of life and encourage and support the county's organisations to make Welsh an increasingly natural medium for their services.
3. Take purposeful action to positively affect population movements and try to get our young people to settle or re-settle in the county so that the increase in the number of Welsh speakers gained through the education system is not lost. Also, make significant efforts to assimilate newcomers and ensure that new planning developments do not have a detrimental effect on the viability of the Welsh language.
4. Target specific geographic areas within the county, either because they offer the potential to develop or because they cause linguistic concern to increase the numbers in those areas who can and do use Welsh.
5. Language marketing & promotion. Raise the status of Welsh including the benefits of bilingualism and the benefits of bilingual education. And by raising awareness of these benefits, attracting more residents of the county to acquire the language.

According to the 2011 Census, Carmarthenshire saw the largest percentage point fall in Wales, from 50.3% in 2001 to 43.9% in 2011, which meant that less than half the population could speak Welsh by 2011. This is the first time in the county's history that the percentage has fallen under half.

[2011 Census: Welsh in Carmarthenshire Report by: Dylan Phillips 15 January 2014](#)

A very revealing element of the census data is the distribution of Welsh speakers across a number of age groups. Within Carmarthenshire's Welsh speakers in 2011, there are higher percentages than the county average of-

- school aged children (3-14),
- young people (16-24) and
- people over retirement age (aged 65 and over) that can speak Welsh:

Welsh Speakers in Carmarthenshire by Age Group, 2011

WELSH SPEAKERS (aged 3 and over)	Number	Percentage (%)
3-15	15,514	57.7%
16-24	9,040	46.2%
25-34	7,073	37.5%
35-49	12,881	35.8%
50-64	14,910	39.1%
65-74	9,209	45.3%
75-84	6,472	51.2%
85+	2,949	56.9%
TOTAL	78,048	43%

Following the 2011 Census, the Authority agreed to establish a Task and Finish Group to investigate the factors that had led to the fall in the number of Welsh speakers and to make recommendations to address this situation. In March 2014, the Census Working Group published the '[Welsh language in Carmarthenshire](#)' Report. Recommendations were made for the following areas-

- *Planning*
- *Education*
- *Language and the Economy*
- *Welsh medium workplaces and the Council's administration*
- *The impact of organisations who work for the benefit of the Welsh language, such as the Mentrau Iaith*
- *Opportunities to use Welsh in the county's communities*
- *Language Transmission in the family*
- *Marketing the language*

In terms of the Education and Children sector there were 25 recommendations approved by the County Council – below are some of the main recommendations. The full list can be read in Appendix 1 at the end of the document.

AIM: Increase the provision of Welsh medium education in Carmarthenshire and ensure linguistic continuity from the nursery sector along the key stages to the secondary sector so that every pupil becomes fluent and confident in both Welsh and English.

Pre-School Education

- That the County Council works closely with *Mudiad Meithrin* and private providers to ensure that Welsh-medium pre-school education is readily available in all parts of Carmarthenshire.

Primary Sector

- That the County Council prepares a robust work plan and timetable, in conjunction with school governing bodies, to move all primary schools along the language continuum. Strategies will need to be developed for the various categories and geographical areas.

Secondary Schools

- That the County Council expect secondary schools to build on the linguistic foundation laid by the Welsh medium primary schools by ensuring that all pupils continue to study Welsh as a first language and as a learning medium up to KS4.
- That the County Council plans for growth in Welsh medium education in the secondary sector.

Welsh Education Promotion.

- That the County Council maintains an ongoing marketing campaign to promote Welsh Medium education by explaining the advantages of being bilingual to parents and pupils.

General

- That the County Council works with all Governing bodies to undertake a language skills audit to take account of the linguistic needs of the workforce for being able to move the school along the language continuum.

AIM: Increase the range of opportunities to use Welsh in our communities, particularly for children and young people to reinforce the language outside the school walls.

Youth Support Services

- That the strategic implementation group ensures that it develops Welsh-medium community opportunities that will support and strengthen the educational curriculum.

This Strategic Plan responds to the above reports and recommendations and the County Council's aspirations approved by Full Council.

Despite the fall in the number of Welsh speakers, we are doing our utmost to contribute in a meaningful way to increasing the number of Welsh speakers in Wales to a Million speakers by 2050 in line with the Welsh Government's objective.

In following the aim of a bilingual Carmarthenshire, we want to ensure Carmarthenshire as a stronghold for the Welsh language in south-west Wales – a County where the Welsh language is a living, prosperous and vibrant language within bilingual, strong and sustainable communities.

We wish to ensure significant growth in Welsh-medium education and training to increase the number of people of all ages who become fluent in Welsh and English and who have the ability to use their languages confidently with their families, neighbours and in the workplace.

Carmarthenshire County Council is fully committed to this key strategy. In implementing this strategy, we will be mindful of the range of views pertaining to the strategy and will proceed in a sensitive, prudent and reasonable manner at all times.

We believe that the role of the education system is indispensable in realising these aspirations. To support this, we will build on and extend several principles from the 2017-22 plan:

Principles

- All pupils to be bilingually confident by the age of 11, to the best of our schools' ability, as achieved by the current arrangement of linguistic designations of our schools, whilst factoring in their journey along the language continuum as individual institutions.
- Deliver this aim in primary school by incorporating the principles of immersion education in the early years as a preferred and recommended option. This can ensure that pupils are already bilingual by the age of 7, with the introduction of elements of a third global language by the end of the Foundation Phase - in pursuit of dual and triple literacy, especially with respect to oracy.
- After the immersion period, ensure that these early benefits for children are maintained by ensuring appropriate aspirational linguistic progression in subsequent years.
- All pupils to be bestowed 'two first languages' by the end of the primary schooling, with purposeful arrangements for progression to the secondary sector to develop and augment

the benefits of being in possession of more than one language in order to be able to take every opportunity in life.

- A directive to all school leaders and governing bodies that ensures compliance with the County's immersion education objectives and other provisions in this strategy.
- Promote and develop multilingualism, introducing a third language during the end of the Foundation Phase so that learners can have 'two languages and more'
- Promote oracy, listening, reading and writing in a way that is consistent with the curriculum for Wales, aiming to ensure the dual and triple literacy of our pupils.
- Establish a system of high expectations and raising the bar in treating Welsh as one linguistic continuum from now on
- Move all schools along the language continuum, with the level of challenge appropriate to their initial context, but at a rate of development that is both purposeful and decisive. In general, this can mean moving all schools within their new categories, also aiming for public consultation for a significant change to the provision of at least 10 schools within the decade, 4 of which within the first 5 years.
- Incorporate a proactive approach to the school linguistic re-designation regime, migrating schools at the start of the new system to a designation that will be appropriately challenging for them all as the County moves towards realising the educational vision outlined (see below).
- Arrange for Welsh-medium education to be available to all learners within reasonable travelling distance of their homes and ultimately within their own catchments.
- Work with other corporate services and key stakeholders to promote and further develop bilingualism and multilingualism in Carmarthenshire.
- Ensure that learners with additional learning needs have equal linguistic opportunities.
- Workforce development (outcome 7), through further use of the 200 (13%) teachers who speak Welsh fluently but do not use it in the classroom. In addition, offer training to the workforce along the range of the different levels of proficiency to raise skills in general

Objective

- Ensure that **all** pupils can speak, read and write the language fluently by the end of Key Stage 2 in accordance with their expected stage of development.
- Ensure a seamless and clear progression from Welsh-medium pre-school provision to primary and secondary education Welsh-medium and bilingual education, through to the world of work, further and higher education.
- Provide services that will ensure good quality learning opportunities for all children, young people and adults in Carmarthenshire, thereby enabling them to realise their full potential as lifelong learners in the context of the County's unique bilingual nature.
- Promote the development of learners' bilingual skills at every opportunity within formal, semi-formal and informal situations so that the Welsh language is used naturally to communicate.
- Promote the cognitive, economic, social, educational, health and community benefits of bilingualism
- Promote opportunities for parents and the wider family to develop their Welsh language skills so that they can support their children's language development
- Work in partnership with all providers to improve the standard of Welsh within the learning environment
- Develop and promote training programmes that will enable the school workforce to gain the competence and confidence to teach through the medium of Welsh.
- Ensure that latecomers are fully supported to ensure that they can integrate naturally into their school and local community by using the County's Language Centres.
- Maintain a team of staff who will ensure the implementation of the strategy, including an overview of the strategy by a Head of Service in the Department for Education and Children

and a Welsh Language Development Manager in that department as well. Maintain the Welsh in Education Forum (composed of key stakeholders and partners and elected members across the range of political parties). We will also work with the Welsh Language County Forum to deliver.

Links with Welsh Government Policies

Re-designation of Schools - the categories adopted for various schools in Carmarthenshire will be reflective of the WESP strategy and reasonable expectations to move each school along the language continuum. At the appropriate time, we will migrate our schools from their current designations to the new categorisation system:

- On the basis that it is **not detrimental** to existing bilingual provision
- In such a way as to provide schools with a suitably challenging and developmental journey along the language continuum
- Carmarthenshire County Council will discuss and agree the new assigned category with every school, prior to ratification by each Governing Body.

The curriculum for Wales- The role of the Welsh language in the curriculum for Wales is clearly and frequently stated in the vision set out in Successful Futures. We are committed, by advocating a curriculum for Carmarthenshire, to promoting Welsh as a subject, as a medium of instruction, as a competence and as the language for informal communication in our schools and communities across Carmarthenshire.

The **2021 Curriculum Bill** received Royal Assent in April 2021.

Mandating Languages - Welsh is mandated from 3 years of age, whereas English is mandated from 7 years of age. This ensures that:

- Well-established Welsh immersion education can continue unhindered
- Current English medium schools are still able to introduce English from age 3
- Schools who do not deploy Welsh immersion pedagogy or Welsh in early years will have an onus to introduce Welsh from age 3 onwards

Well-being of Future Generations (Wales) Act 2015 - We are committed to ensuring Carmarthenshire as a society that promotes and protects culture, heritage and the Welsh language, and encourages participation in the arts, sport and recreation.

Welsh Government Draft Strategy- a million Welsh speakers by 2050- We are committed to achieving a significant increase in the number of children and young people receiving Welsh-medium education and skills in Welsh, as it will only be possible to realise the ambition to have a million Welsh speakers across Wales by enabling more people to learn Welsh. We will focus our longer-term strategy on the early years, because the earlier a child has contact with the language, the more opportunity the child has to become fluent.

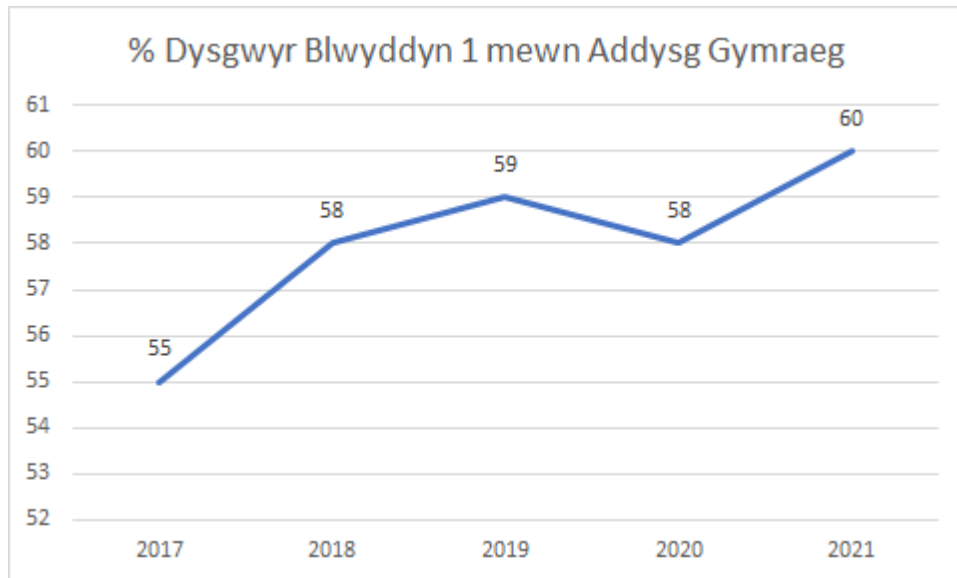
Sustainable Learning Communities Programme - The Sustainable Learning Communities Programme and the WESP will be aligned. Investment in new schools and buildings will fully consider the strategic aims of the WESP over the next decade.

Welsh Government capital investment is routinely deployed, which has been invested for instance in establishing a Canolfan Iaith (*Language Centre*) in the Drefach area, scheduled to open in 2021 as a resource in support of the new WESP.

Additional Learning Needs and Education Tribunal (Wales) Act- Priority: To meet the requirements of ALNET and the ALN Code in respect of the Welsh Language

Targets:

The Welsh Government has placed Carmarthenshire in the most challenging category with the aim of ensuring an increase of 10-14%+ in year 1 children being taught through the medium of Welsh during the lifetime of the strategy.



In April 2021, 60% of our Year 1 learners (1163) were receiving Welsh-medium education. This is an increase of 5% since the start of the current Strategic Plan.

According to Welsh Government data- [Total number of pupils taught Welsh as a first language by year group and local authority, 2012 to 2021](#) 56.89% (14,442) of Carmarthenshire learners are taught through the medium of Welsh. In 2017 the percentage was 50.81% (13,694); there was an increase of 6.08% or 748 learners following the Welsh-medium pathway.

Based on an average cohort of 1,964 pupils in Year 1, a 10%-14% increase in Year 1 in Welsh-medium education means between 196 and 275 additional pupils. We trust that our vision for immersion education and the re-designation of schools will ensure that we comfortably meet, and exceed, these absolute percentages and numbers.

By September 2032, Carmarthenshire County Council's ambitious aspiration is that 75% of all Year 1 pupils will attend Welsh-medium education. Ensuring a sound foundation in terms of Welsh-medium education will increase learners' choice and give them the confidence to follow a fully bilingual education and then on to employment and the wider community.

Outcome 1

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

Where are we now?

In terms of provision for nursery/three-year olds we are in a strong position, and it is our intention to build on the progress that has already been achieved.

- Early Years Education in Carmarthenshire is currently delivered through a mix of local authority-maintained settings, and non-maintained settings delivered by private or not for profit organisations. The intention is to continue to increase Welsh-medium early years provision across the county. During the lifetime of the previous Plan, we have seen an increase in the number of Welsh-medium places available in terms of pre-school care and education provision.
- (In 2019/20 93.1% of our learners transferred from Cylchoedd Meithrin to Welsh-medium schools, which is a steady rise since 2015/16 (87.3%). See outcome 3 for a more detailed analysis).

To ensure a choice for parents, and offer equal opportunities, places are funded within the provisions of voluntary and private organisations, such as Mudiad Meithrin, Cylch Ti a Fi or Wales Pre-school Providers Association, in line with Local Authority guidelines.

The authority supports 31 non-maintained settings. There are about 100 other non-maintained settings in the County that offer childcare, but these are not approved to provide education. Carmarthenshire's Family Information Service offers an information service to all childcare providers as well as parents. (Also see the childcare sufficiency assessment in the link below)

<https://www.sirgar.llyw.cymru/cartref/cyngor-a-democratiaeth/ymgyngori-a-pherfformiad/ymgyngoriadau-actif/asesiad-digonolrwydd-gofal-plant-sir-gaerfyrddin-2022-27/>

The Local Authority works with pre-school and childcare providers to increase the number of learners who choose Welsh medium education, by promoting the benefits of bilingualism. Through the 'Information to Parents' booklet, parents are informed which schools and settings offer Foundation Phase Welsh medium provision.

Also, pamphlets such as *Welsh with your Kids – give it a go!* are helpful, as well as *Welsh Homework – no problem*, whilst also referring parents and carers to the authority's film clips and Welsh Government online resources.

Where we are

Number of Settings and Cylchoedd Meithrin

Numbers	2015/16	2016/17	2017/18	2018/19	2019/20
Number of settings	50	54	49	51	50
Number of Cylchoedd Meithrin	57	64	61	60	57

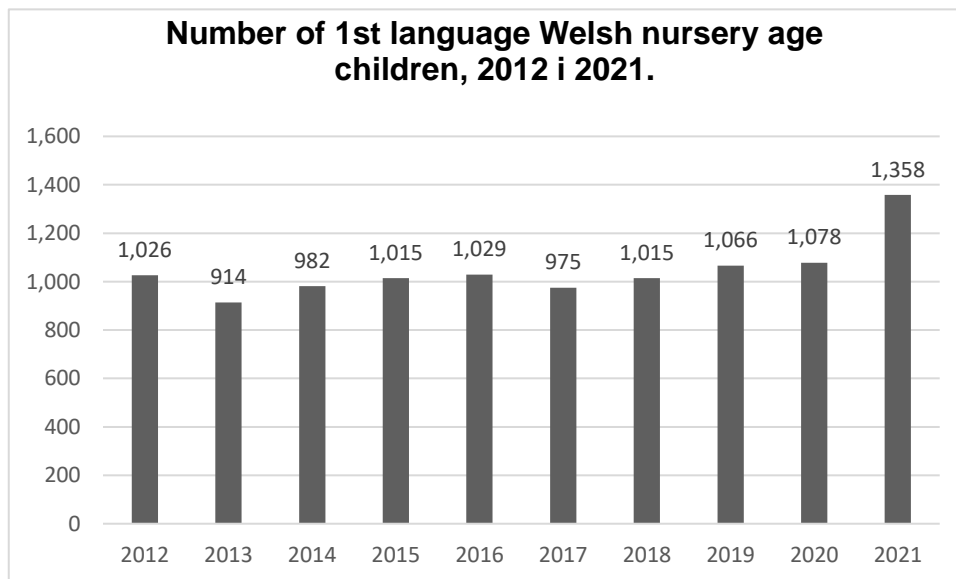
Number who attend Cylchoedd Meithrin

<i>Numbers</i>	2015/16	2016/17	2017/18	2018/19	2019/20
Number of children attending the Cylchoedd Meithrin	1,634	1,715	1,651	1,606	1,307

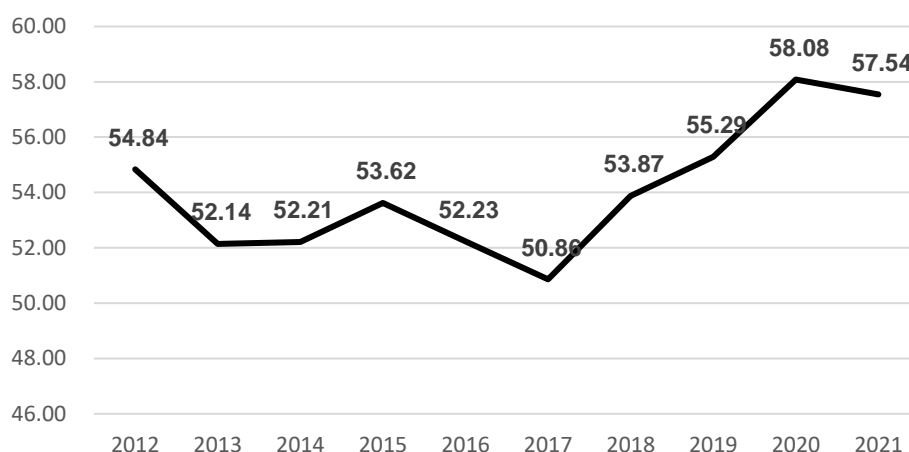
**NB: Changing the ages of schools has influenced the numbers attending the cylchoedd meithrin, as has the growth of the private sector within the County.*

Welsh Medium Childcare Providers and Places

Type of Setting	Number of settings 2013-14	Number of places 2013-14	Number of settings 2016-17	Number of places 2016-17	Number of settings 2021-22	Number of places 2021-22
Childminders	29	160	55	295	41	290
Full Day Care	10	385	17	630	42	1016
Sessional Care	54	1076	51	935	25	481
After school care	23	625	24	653	26	824
TOTAL	116	2246	147	2513	134	2611



Percentage of 1st language Welsh nursery age pupils, 2012 to 2021.



Percentage of nursery children / three-year olds who receive their education through the medium of Welsh is 57.54% (2021). Carmarthenshire has the highest number of Nursery age learners taught through the medium of Welsh. All catchment areas in Carmarthenshire have access to Welsh-medium education.

- At present the Flying Start programme in Carmarthenshire offers families with children aged 0-3 years targeted early intervention services. Due to the nature of it being a targeted programme, strict postcode eligibility applies. Set up in 2007, eight original communities were identified using uptake for free school meals and other poverty indicators, to evidence areas of deprivation, which were: Bigyn, y Betws, Carwe, Felin-foel, Penrhos, Llwynhendy and Richmond Terrace. In 2012/13 Welsh Government announced an expansion of the service and Carmarthenshire identified a further 9 new communities which were to benefit from Flying Start intensive support services, which were: Dafen (Llanelli), Pantyffynnon, Garnant, Glanamman (Ammanford), Carmarthen Town North, Pwll (Llanelli), Trimsaran, Burry Port, and Pembrey. Services are delivered under four service areas; intensive Health Visiting on a needs-led basis, funded childcare places for 2–3-year-olds, early language activities and a range of parenting programmes, offering support on behaviour management and positive parenting.
- The provision of good quality childcare for children from 2-3 years of age is the centrepiece of the programme and as it focuses on children living in disadvantaged communities, it aims to offer stimulating opportunities to improve their long-term outcomes in preparation for school.

Where are we trying to reach within the first 5 years of this Plan and how do we intend to get there?

A strong commitment to immersion education is key to this strategy. The national aim to mandate the Welsh language from the age of 3 and English from the age of 7 is crucial in supporting this approach. During the first 5 years of the Plan.

- We will be working with partners to increase Welsh medium provision and targeting areas where there is no provision at present.
- We will provide support and guidance through our Early Years team and will continue to share materials with parents/carers/guardians in relation to the value of bilingualism so that they have a better understanding and can make informed decisions at all transitional stages.

- **We will continue to increase the percentage** transferring from the nursery groups to the Welsh-medium Foundation Phase.

In order to increase the number of Welsh-medium places available the current provision will be reconfigured by developing more childcare/pre-school provision through the medium of Welsh.

- We will continue to work with early years providers including Mudiad Meithrin and provision before the child turns 3, to strengthen and expand Welsh-medium childcare provision.
- We will continue to strengthen our work with Flying Start and with the Welsh Learning Carmarthenshire team. Strategic planning has already begun through working with these agencies to ensure a simple, educated understanding of Welsh medium provision through the sharing of leaflets and posters etc.
- We will utilise these partnerships to signpost individuals to Welsh literature and publications and to share information on opportunities for adult learning.
- Working with our Welsh for Adults team, Dysgu Sir Gâr and the National Centre for Learning, allows us to reach out into the community not only through information sharing but also through community working.
- We will work with the Admissions Team to ensure that clear, comprehensive and up to date information is included in the Information for Parents booklet which is available to parents of children of all ages. This information is also easily accessible on the County Council website.
- Officers who deal with enquiries will be given in-house training annually to ensure that they are best placed to answer any questions. Also, a good understanding is vital in order that they can discuss the implications of Welsh medium options. This can also be the important point at which detailed questions may be asked. It is therefore important for the admissions team to be in contact with the Welsh in Education Manager when needs be.
- Whilst reviewing the online school admission process, we will consider the users' journey. This needs to be very visible and easy to use so that parents and carers can consider and better understand Welsh medium education from the onset. With our vision to move all schools along the Language Continuum the need for correct up to date information regarding individual schools' provision will become highlighted through the admissions team initially.
- We will also promote the Welsh Government's suite of web content about Welsh-medium education which aims to provide guidance on how to create a positive narrative around the Welsh Language.
- We will increase the use of social media to ensure that parents and carers can make informed decisions on choosing a school for their children.

Athrawon Datblygu'r Gymraeg have created film clips about Welsh medium Education with extracts from pupils within Welsh medium education from a mixture of linguistic backgrounds as well as from parents. These clips give an insight into real families who have questioned Welsh medium education from the onset but who are very eloquent in conveying how their lack of understanding of bilingualism was simply that. These are very powerful and helpful clips as they convey many issues that arise with parents and carers who may have some reservations about Welsh medium Education. Information from Welsh Government regarding the clips on the WG website will be shared along with the use of the suite of web content which also provides guidance on how to create a positive narrative around bilingualism.

Marketing campaigns will be undertaken such as referring to Welsh social media channels for children which include resources for parents and children such as songs, film clips and information.

www.gov.wales/cymraeg-for-kids
www.youtube.com/cymraeg

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

In order to increase the number of Welsh Medium places available we will:

- Develop more childcare/pre-school provision through the medium of Welsh
- Support current dual stream and transitional schools to become Welsh medium schools
- Invest in establishing new Welsh medium/dual stream schools using space available.
- Consider the age range of specific schools and potentially creating a space for providing Welsh medium very early years' provision
- Continue to monitor the demand in urban areas
- The re-designation of all schools will be very advantageous in the improvement of the numbers in pre-school and childcare provisions.

It is our aim that all pre-school and childcare provision is delivered bilingually within the 10-year plan.

Key Data

Numbers and % of nursery children/three-year olds who receive their education through the medium of Welsh

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
1358	58%	1381	59%	1404	60%	1451	62%	1478 (+120)	63%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 – 2032	
1545	66%	1615	69%	1662	71%	1709	73%	1756 (+398)	75%

Outcome 2

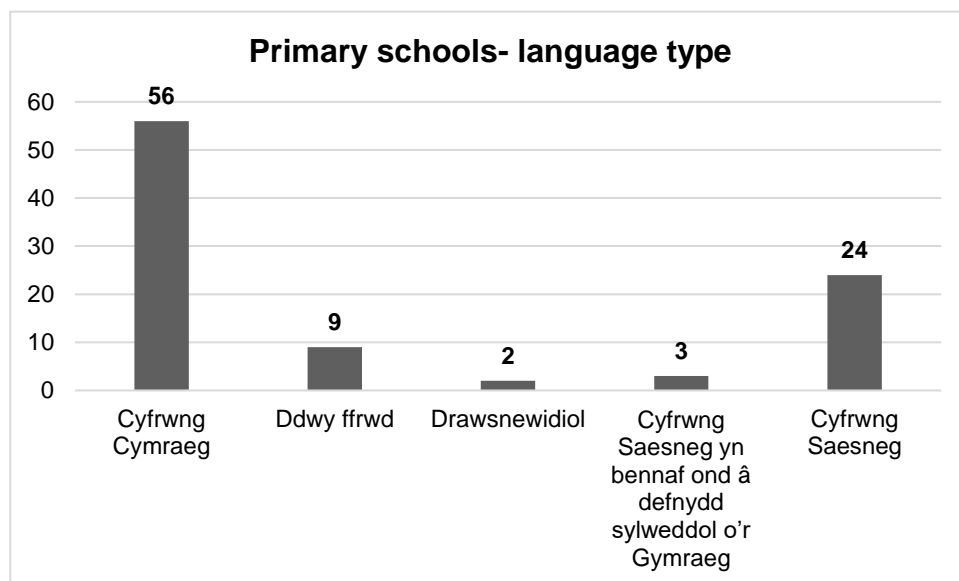
More reception class children/ five-year-olds receive their education through the medium of Welsh

Where are we now?

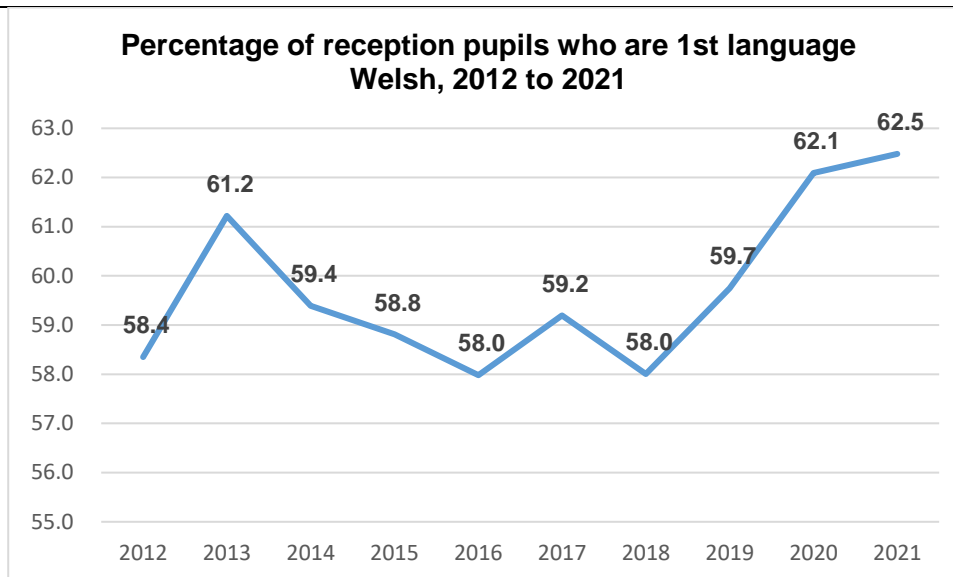
In terms of the provision for reception class children/ five-year olds, we are in a strong position and intend to build on the progress that has already been achieved across the county. Percentage and number of reception class children/five-year-olds receiving their education through the medium of Welsh (2021)- 62.5 %. Carmarthenshire is the local authority with the highest number of Reception learners taught through the medium of Welsh.

Where we are

School Type	Number of Learners
Nursery/Primary	15,812
Secondary	11,498



We have achieved an increase in the number of Welsh-medium places available in terms of education provision. That has happened as we have worked with Governors and school communities to move them along the linguistic continuum, changing the language category of schools through public consultations. During the period of the 2017-2022 Plan, the language categories of 7 primary schools were changed, creating around 210 new Welsh-medium places for Reception class.



Carmarthenshire’s vision to move all schools along the language continuum and embedding an Immersion/Trochi approach in Foundation Phases over time will increase opportunities for all learners across the county from all linguistic backgrounds to gain access to Welsh medium education.

Proposed changes to school designations according to their Welsh language provision will have a very positive effect upon Welsh language provision and bilingualism in the county. Working within the timeline of 7-10 years will ensure that no school stands still. This also however highlights the huge need for intensive language training for all staff across all key stages as well as subject language skills training in the secondary sector especially.

Officers have begun implementing training within both the Primary and Secondary sector and a strategic plan is in place regarding targeting specific schools in moving along the language continuum – five of which have been successful in doing so during 2019/2020.

Latecomers’ provision is paramount in reaching these goals. We have invested in a new Language Centre which will provide lessons for latecomers from both the Primary and Secondary sector. This will be a purpose-built building where pupils of all ages can learn Welsh in a modern high-tech innovative environment.

We work closely with the Welsh for Adults’ team on training and guidance on Welsh-medium learning, pedagogy and use of language in classroom. Both the *Athrawon Datblygu’r Gymraeg* and the Welsh for Adult tutors have worked together to create a learning continuum for teaching staff based on relevant classroom language.

With such a vast geography within the county the use of Microsoft Teams/Zoom and Google classrooms will also be implemented to reach all pupils. This will be a continuation of the work planned and executed during Covid-19 in 2020/2021.

Where are we trying to reach within the first 5 years of this Plan and how do we intend to get there?

During the lifetime of this Plan, to meet Carmarthenshire's aspiration and the Welsh Government's target, we will change the linguistic nature of a number of schools. Our aspiration is to meet the target of a 14+% increase in the number of Year 1 learners following Welsh-medium education. In terms of deciding which schools will formally change their provision and linguistic nature, we will consider factors such as the willingness of parents and the community to support the change, ensuring that we have an adequate workforce with the necessary skills, that the school's governing body is supportive and that the headteacher and senior leadership are partisan to this and willing to help drive forward the development involved.

In order to do so it will be necessary to-

- *Support our Transitional schools to move into Welsh-medium schools.*
- *Support some of our current dual stream and transitional schools to become Welsh medium schools.*
- *Support some of our English-medium schools to be two-stream or two-language schools.*
- *Assist our secondary/special schools to increase Welsh-medium provision taking into account linguistic designation.*

Current Position of primary schools

	Welsh Medium	Dual Stream	Transformational	English with significant use of Welsh	English Medium
School Type	56	9	2	3	24
Number of places	7409	2685	295	683	4653

Target by end of Plan

Change the Category and linguistic provision of 10 primary schools (through public consultation) to ensure an increase of 300+ in Year 1 learners in Welsh-medium education.

One year	2022-27	2028-2032
Target	4	6

To **support schools** in increasing the number of Welsh-medium places available we will:

- Develop more childcare/pre-school provision through the medium of Welsh.
- Support our current dual stream and transitional schools to become Welsh medium schools in the short term.
- The County Council's Sustainable Learning Communities (School Modernisation) will aim to ensure increases in Welsh medium places.
- Support English medium schools to develop Welsh Foundation Phase provision.
- Extend the age range of specific schools and create space for providing Welsh medium early years' provision.
- Continually monitor with partners the demand in our urban areas and promote and expand provision as required.
- We will provide support and guidance to schools via our *Athrawon Datblygu'r Gymraeg* team in how to respond to parental enquiries.

- We will share materials with parents/carers/guardians in relation to the value of bilingualism in order for them to have a better understanding and be able to make informed decisions at all transitional stages.
- We will increase transition between the nursery groups and Welsh medium Foundation Phase.
- We will ensure that parents, through our 'Information to Parents' booklet, know which schools offer Foundation Phase and Key Stages 2-5 Welsh medium provision. The information about the linguistic nature of each school, in accordance with the Welsh Government's new school designations December 2020, will also be available on the County Council's website.
- We will be setting out applications for grant funding from the Welsh Ministers in respect of meeting and superseding our set targets to increase the number of Year 1 children taught through the medium of Welsh during the lifespan of the plan primarily for Language training.

In addition to a formal change in provision and category, it is expected that all schools will move and develop within their category in line with the aims in their School Development Plans.

Developing our Language Centres

The aim of Carmarthenshire Language Centres' development project is to build on previous experience and positive feedback received to date in this area of service delivery, and to go along with the provision in the St Clears and Llandeilo area we will need to ensure the functionality of the language centres to enable immersion education for learners across the whole county. The language centre will have several purposes including being a key support in developing pedagogy for the introduction of Welsh as one continuum.

The project has 5 main objectives:

1. Ensure that all pupils who are latecomers to Carmarthenshire become bilingual by providing immersion education – at primary and secondary level
2. Offer language refresher (improving/polishing language) to Latecomers and native learners at essential transition points such as the end of the Foundation Phase and at the Key Stage 2/3 interface, and that funding for travel is available.
3. To deliver catch up programmes for pupils in Year 6/7 where language skills need to be improved to ensure a smooth transition into Welsh medium secondary education.
4. Provide professional development to improve the skills of teachers and support school staff to enable them to teach bilingually in and outside the classroom. Also, to improve the Welsh language skills of staff, particularly those on the language continuum journey. This will build upon the Llanelli area's innovative pilot project where staff from primary and secondary English-medium schools have taken part in a two-pronged approach to Welsh language support.
5. Ensure positive experiences of language learning for parents and guardians to enable them to support their children in learning Welsh at school and to assist in consolidating their learning at home.

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

The above strategies will enable us to be in a position whereby continued change in mindset across the county will be encouraged. Training is paramount and we will endeavour to work with all outside agencies and primarily with Welsh Government to ensure long term funding.

We will ensure that parents and carers have a good understanding of Welsh medium education through good communication links and continuous information sharing through school websites and social media.

We aim to integrate parents and carers into daily school life through offering Language learning side by side courses which are based on the *Cymraeg i'r Teulu* (CiT) services, where parents and carers are taught songs, rhymes and day to day classroom vocabulary and sentences as well as *Cymraeg yn y Cartref* course. The aim here is that parents/carers instigate simple conversations in the home as well as being able to sing along with their children. Parents are also encouraged to maintain their learning by joining Welsh for Adult mainstream courses.

This, in conjunction with the new school designation policy, will allow us to accelerate Welsh medium provision in Carmarthenshire. Immersion principles within all Foundation Phase settings will make the language journey much more feasible.

We are already working with schools and going through the consultation process to begin the journey of language immersion within all schools regardless of category or designation.

Key Data

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

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
1169	62.5%	1229 (+60)	65.7%	1244	66.5%	1263	67.5%	1289 (+60)	68.9%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
1327	71%	1356	72.5%	1379 (+90)	73.7%	1430	76.5%	1469 (+90)	78.5%

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?

It is the vision of Carmarthenshire's Education Authority that all pupils continue to improve their language skills when transferring from one stage of their statutory education to another.

In 2019/20, 93.1% of our learners transferred from Cylchoedd Meithrin to Welsh-medium schools.

School Year	Number of settings	Number of cylchoedd meithrin	Number attending cylchoedd meithrin	Number who transferred from cylch to school	Welsh School	%
2015-16	50	57	1634	722	630	87.3%
2016-17	54	64	1715	789	704	89.2%
2017-18	49	61	1651	766	709	92.6%
2018-19	51	60	1606	700	661	94.4%
2019-2020*	50	57	1307	677	630	93.1%

*First year of Covid - cylchoedd meithrin closed for over a whole school term (March 2020 to September 2020) during the first lockdown, data of children who would have started in the cylchoedd methrin during this time was lost.

Transition figures from one key stage to the next stage in previous years are as follows:

Key Stage Transition	2016/17 (Number and %)	2017/18 (Number and %)	2018/19 (Number and %)
Foundation Phase to KS2	1022 (93.1%)	1103 (94.2%)	1133 (95.2%)
KS2 to KS3	798 (92.9%)	825 (85.9%)	827 (87.5%)
KS3 to KS4	805 (98.6%)	725 (91.2%)	747 (96.3%)

For pupils transferring from KS2 (PLASC 2019) to KS3 (PLASC 2020) 931 of the cohort or 81.5% transferred to Welsh-medium secondary education. The figures show that the numbers transferring to Welsh-medium education between primary and secondary need particular attention. This and the table therefore show the need to focus specifically on primary to secondary transition.

Our expectation is that learners who have followed the Welsh first language programme in primary school will continue this programme on transition to the secondary phase. This message needs to be reinforced with pupils and parents, and by increasing the number of schools offering Welsh streams and a range of Welsh subjects at Key Stage 3.

Our expectation is that all learners who have attended primary schools defined as bilingual will study at least 3 (initially) curricular areas through the medium of Welsh at Key Stage 3, to embed and further develop their linguistic competency.

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

We will work with our schools to place them in an appropriately challenging linguistic designation, as guided by the new national arrangements. This will be operative from 2022. From 2026, intra-phase transition from currently defined key stages will begin to take fuller effect i.e.:

- Transition between Cylchoedd Meithrin and the primary schools; this transfer is essential to ensure that progression from one to the other is 100%.
- Primary: Pre-school to Foundation Phase; Foundation Phase to KS2
- Secondary: KS3 to KS4; KS4 to KS5 (11-16 schools; 11-18 schools and the FE sector)

Transition matters will be guided by a combination of:

- the local WESP guideline as described herein in Outcome 3
- an appropriate placement consistent with the learner's aptitude and ability, which will be: Suitably challenging for the purposes of linguistic progression
Applied on a **linguistic no detriment** basis.

Working with the new linguistic designations, parents will be advised of a broad framework of transition. This will be conditioned by suitable transfer of pupils between schools in the new transition framework, so that statutory linguistic transition is achieved.

The transition process will be supported by:

- Early immersion (FPh)
- Later immersion (KS2), as deemed necessary
- Gloywi (Yr. 7), as deemed necessary
- Hwyrddyfodiaid / Latecomers – immersion support on entry to Carmarthenshire, as provided by our language centres

To achieve our vision that all pupils continue to improve their language skills when transferring from one stage of their statutory education to another, we will continue to:

- Promote the benefits of bilingualism - Clear communication to all stakeholders about the expectation that learners who have followed the Welsh first language programme in primary school will continue this programme when transferring to the secondary phase. This will be shared with parents as part of the council's arrangements as an integral part of the school admissions process.
- Ensure linguistic progression from early years sector to KS2 and to the secondary sector.
- Increase the subject provision of Welsh medium and bilingual education in the secondary sector in accordance with the new school designations.
- Adhere to the clear progression protocol to increase the number of pupils who continue to study through the medium of Welsh at each key stage and ensure that this is communicated clearly to all stakeholders.
- Strengthen Welsh-medium secondary provision in specific areas of the county.(see outcome 4).
- We will ensure that all pupils are able to speak, read and write the language fluently by the end of Key Stage 2 to their expected levels.
- It will also promote our expectation that all pupils who have attended primary schools defined as bilingual will study at least 3 (initially) curricular areas through the medium of Welsh at Key Stage 3 to embed and further develop their linguistic competency. This will be achieved by targeting training and support for staff who teach KS3 in the schools in question.
- Schools will need to work in partnership to promote linguistic progression through transition projects and good communication between the primary and secondary sector. This will not be

left until years 6 and 7 but will happen further down the primary school to ensure good understanding of Welsh medium education from the onset. Any reservations can then be addressed before the transition stages.

- We will look at the methods of monitoring linguistic progression and ensure that all stakeholders have a good understanding of our protocol. Where there is linguistic choice, we will continue to maintain our vision by ensuring a better understanding of the importance of maintaining a bilingual education throughout.
- We will continue to listen to and react to parental comments such as 'We cannot help with homework', especially in KS3 and KS4, by creating guidelines, or in this case a pamphlet, which gives clear answers. Film clips of parents describing their children's journey through Welsh medium education are very valuable and we will create more film clips to help parents grasp a better understanding of bilingual education. These will not only encompass the merits of bilingualism, but also help address any doubts and misconceptions which arise when addressing difficulties pupils may encounter in certain subject areas. It is important to ensure that Welsh and bilingual medium education does not become an automatic causal default and that the whole background picture is always taken into consideration.
- Regarding progression between nursery and the Foundation Phase, the transition is not so much of a concern as we will be setting challenging targets for all schools in the levels of Welsh/bilingual medium education taught in all schools. With a national mind set change this will be of benefit to us moving forward.
- However, we will ensure that primary and secondary schools can work much more closely in partnership in order to promote linguistic progression to parents and carers. Again, the multifaceted work done on promoting bilingual awareness both locally and national, comes into play here.

The present and future plans under the 21st Century Schools and Education Programme fully reflect the targets set out in the WESP.

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

Carmarthenshire will hope to exceed the 2031/32 target for Year 1 pupils of 10%, reaching the upper end of the 14+ percentage point increase range within the 10-year plan.

This will be achieved through the impact of moving all schools along the language continuum.

Key Data

Numbers and % of children who continue to improve their Welsh language skills when transferring from one period of their statutory education to another

2022 – 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
Nursery-FP 661	94.4%							Nursery-FP 650	96%
FP-KS2 1133	95.2%							FP-KS2 1154	97%
KS2-KS3 931	81.5%							KS2-KS3 1005	88%
KS3- KS4 747	96.3%							KS3-KS4 752	97%
Total 3441								Total 3561 (+120)	
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
								Nursery-FP 670	99%
								FP-KS2 1178	99%

								KS2-KS3 1085	95%
								KS3-KS4 768	99%
							Total 3701 (+260)		

Outcome 4

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

Where are we now?

Percentage of learners studying in Welsh as a first language- Year 7-13

	2017	2018	2019	2020	2021
Year 7	42%	41%	43%	44%	45%
Year 8	45%	43%	43%	43%	44%
Year 9	41%	43%	43%	42%	42%
Year 10	42%	40%	42%	42%	42%
Year 11	43%	44%	41%	43%	43%
Year 12	60%	64%	63%	64%	67%
Year 13	58%	61%	64%	67%	64%

The number and percentage of Year 11 learners who have been registered for GCSEs in Welsh (first or second language) and those who are not registered for either.

		2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Welsh (first language)	Number	717	687	673	709	765	752	726	744
	Percentage	33%	34%	34%	37%	40%	41%	39%	40%
Welsh (2nd Language)	Number	1,215	1,130	1,088	1,002	963	932	1,002	957
	Percentage	56%	56%	55%	52%	51%	51%	53%	52%
Not registered	Number	242	194	211	217	161	143	154	142
	Percentage	11%	10%	11%	11%	9%	8%	8%	8%

Number and percentage of AS/A level Welsh registrations first and second language

Registrations	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Number	89	59	61	53	47	51	44	55
Percentage	5.5%	3.6%	3.9%	3.6%	3.2%	3.4%	3.0%	4.0%

GCSEs	2019	2020	2021
Welsh - First Language	724	654	897
Welsh - 2nd Language	1013	954	992

A Level	2019	2020	2021
Welsh - First Language	19	16	22
Welsh - 2nd Language	7	8	6

Percentage of pupils in Key Stages 3, 4 and 5 studying subjects through the medium of Welsh:

2017/18

School Category	KS3	KS4	KS5
School (1)	100%	100%	100%
School (2A)	100%	100%	100%
School (2A)	100%	100%	100%
School (2B)	50.5%	50.9%	61.8%
School (2B)	60%	60.8%	62.2%

2018/19

School category	KS3	KS4	KS5
School (1)	100%	100%	100%
School (2A)	100%	100%	100%
School (2A)	100%	100%	100%
School (2B)	50.4%	46.9%	TBC
School (2B)	62.4%	61.8%	TBC

In terms of subjects taught through the medium of Welsh across the full range of Carmarthenshire schools, the table below shows how many subjects are taught through the medium of Welsh at Key stages 3, 4 and 5 (2021-22):

School Category	Number of KS3 Subjects		Number of KS4 Subjects		Number of KS5 Subjects	
	Average	Range	Average	Range	Average	Range
1 (1 school)	Entire curriculum through the medium of Welsh, with the exception of English as a subject and increasing use of the target language in modern languages					
2A (2 schools)	Entire curriculum through the medium of Welsh, with the exception of English as a subject and increasing use of the target language in modern languages, with parallel English classes in Mathematics and/or Science in years 9-11					
2B (2 schools)	14/15	1	14	17-10	3/4	5-1
EW (3 schools)	10	11-5	0	0	0	0
EM (4 schools)	4	7-0	0	0		

Key:

1	Welsh Medium
2A	Bilingual
2B	Bilingual
EW	English School with significant use of Welsh
EM	English medium school

All schools 2B, EW and EM have the potential to develop provision – particularly at Key Stages 4 and 5 (where relevant). There will be support to increase the provision of these schools. We will identify a current school category and a new category for each school to aim for over the decade of the strategy. The speed and range of subject development will be subject to local conditions, not least staff proficiency and growth in demand for Welsh-medium education in school catchment areas. However, it is possible to offer approximations as follows in terms of the number of subjects it is hoped will be developed:

Input Model (increasing number of subjects):

School	Increase in Number of Subjects (5 years)			Increase in Number of Subjects (10 years)		
	KS3	KS4	KS5	KS3	KS4	KS5
2B		14 >20 N=6	4/5 > 8/9 N=5		20>25 N=5	7/8>12/13 N=5
EW	6>14 N=8	0>5 N=5			5>10 N=5	0>3 N=3
EM	0>4 N=4 6/7>10 N=3	0>3 N=3		6>10 N=4 10>14	0>3 N=3 3>8 N=5	

Output Model - Achieving an increase in the number of learners gaining recognised qualifications:

We aim to increase the number of learners following part of their curriculum through the medium of Welsh in our EM and EW schools. Building on previous discussions, this can happen by establishing at least one KS3 stream in our EM schools by 2027 (Net increase of 210 pupils as a baseline). Some EM schools would be in a position by 2032 to start developing some Welsh-medium pathways at KS4.

In our EW schools, we can consider aiming for one or two equivalent Welsh-medium classes at KS3 (Net increase of 273 pupils), with pathways to KS4 for those pupils by 2032.

The aim in 2B schools would be to ensure that at least 40% of pupils in schools undertake at least 70% of their activities through the medium of Welsh at KS3 by 2027, raising the percentage to at least 60% of pupils by 2032. Natural growth at KS3 will have a positive impact on the numbers studying subjects through the medium of Welsh at KS4 during the lifetime of the strategy in these schools.

Our Welsh Education Partnership (WRE) has evolved as a powerful partnership, mainly between our category 1 and 2A post-16 schools. The partnership offers a dozen courses in year 12 and a dozen in year 13 (2022/23) through an innovative collaboration model, based on the delivery of blended learning, which has proven to be a very successful model.

The range of topics include:

Curricular Area	Number of Subjects
Vocational (Business, Childcare, Tourism)	3
Social Science (Public Services, Politics, Criminology, Psychology)	4
Modern Language (French, Spanish)	2
Science/Technology (Agriculture, Electronics, Food Science and Nutrition, Engineering)	5

**There have also been discussions regarding AS and BTEC Sport Additional Mathematics*

The average class size is 14, with a range of between 1 and 39. Combining classes across two or three schools ensures that there is a critical mass of students available to maintain the subjects. *Without* the collaboration, 9 subjects with 5 or fewer students in year 12 and 11 subjects with fewer than 5 students in year 13 would be at risk of not being maintained across the 3 schools:

This offers a considerable amount of learning pathways that would have been unsustainable without the partnership. The aim is therefore to try to offer students as much choice as possible, but to do this in a financially viable and sustainable way.

In terms of the total number of students benefiting from the partnership, the table below shows a healthy situation:

School	Total Students	Year 12	Year 13
School 1	152	79	73
School 2A	135	81	54
School 2A	51	35	16
TOTAL	338	195	143

In terms of administering the partnership one or more schools lead on a particular subject, offering their staff as required. The County's 14-19 network offers funding to support the partnership, and cash flow comes through the Welsh Government's per capita funding, promotion for the Welsh language and specific allocations of almost £92,000 awarded locally in top-slicing the post-16 grant, to stimulate collaboration across providers.

Carmarthenshire is working alongside Ceredigion and Powys in providing the E-sgol project. E-sgol uses technology in an innovative way that makes a real difference to students in rural areas by increasing the subjects available to them and broadening their career options after school. There is currently 1 subject (Criminology) running and the low number is judged to be since PAG is so successful, with some challenges then in harmonising other school timetables outside the PAG. Depending on how E-sgol develops, there remains potential to extend the offer to the 14-16 age range. If this were possible, it would offer opportunities to extend Welsh-medium learning pathways across more secondary schools in the County. We can approximate that an additional 3-5 E-sgol subjects would run in our schools by 2027 and 8-10 by 2032.

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

To achieve the above developments, we will move all schools along the language continuum by:

- **Working with schools** to develop the curriculum, affording opportunities for more learners to have access to Welsh medium and bilingual teaching.
- Adopting a strategic approach to the subject offer
- Increasing the volume of learners pursuing Welsh medium and bilingual options and, ultimately, more progressing to take qualifications at 16 years of age

This will ensure that more learners will study for, and complete, assessed qualifications at statutory school leaving age and beyond, whilst also being assessed internally by schools at key points in their learning journey (such as ages 5,7,11 and 14).

The strategy to realise this outcome, can be pursued via the following framework:

- **Curriculum Development:** a strategic approach to increasing the proportion of Welsh medium subject delivery offered by all our schools.
- **Secondary School Model** (see table above): increasing the number of subjects available through the medium of Welsh, resulting in an increasing percentage of the curriculum offer available through Welsh, whilst also increasing the proportion of learners who opt for Welsh medium or bilingual subject tuition.
- Primary School Model: increasing the quanta of Welsh medium delivery can be similarly modelled.
- Expand our use of E-sgol towards the future, including how we can develop our Welsh-medium post-16 curricular offer in our 2B schools.
- Extend PAG thinking, and the operating principles, to include schools and other providers, which would involve maintaining a similar number of subjects across our schools. If this is realised, significant growth is anticipated in the County's Welsh-medium post-16 provision.

A Strategic Approach to increasing the Welsh-medium Subject Offer

Increasing the number of subjects available through the medium of Welsh can be achieved:

- **In a practical manner**, the subjects can be increased due to opportunities which exist within the present staffing cohort, such as a teacher already being able to deliver subject content through the medium of Welsh.
- In a planned approach, by:
 - Mapping out how many more staff can be encouraged to teach through the medium of Welsh by supporting them with bespoke professional development. *Note: Every member of staff will be afforded opportunities to develop their bilingualism, if required, and it is our duty under this policy to offer that support)*
 - Making staff appointments which assist with moving the school along the language continuum
 - In a strategic manner, with deference to how different subject areas can support schools at different stages of their linguistic journey.

Towards the medium term and beyond, we aim to offer positive input whilst developing Welsh as one continuum, including options in the medium term to dual register pupils at GCSE level in the relevant schools. Additionally, we wish to:

- develop and promote the contribution older students in 11-18 schools can make as role models and mentors
- extend the proficiency of the Youth Support Service, especially based in schools in order to promote informal use of Welsh and develop promotional material which shows the value placed on bilingualism by employers.

In addition, we will:

- Work with employers and higher education to promote bilingualism as a key skill for further education and the world of work.
- Promote improved skills for the lifelong use of the Welsh language (research into and develop a Professional Welsh module for post-16 students e.g., through Welsh Bac)
- We intend developing a strategy of recruiting more young people to study A Level/AS Level Welsh, especially boys. Changes in the exam papers need to be fully addressed to aid change. This is a national challenge, with a 24% fall in the number of A-level first language students in Wales between 2008/9 and 2020/21, and a 60% fall in Welsh Second Language numbers over the same period. As a result, it will be necessary to work alongside WJEC and subject teachers within and outside the County to deliver. Tracking the views of students and prospective students will be very important in understanding the reasons for the fall and how to go about reversing the situation.
- We also want to work cooperatively to develop a higher course in Professional Welsh. This course to be offered as an A/AS level course via free-standing modular elements that students can aim for, irrespective of whether they are studying Welsh to A Level e.g., Welsh in the workplace and translation.
- Post 16 certificate/accreditation in Welsh for Scientists - this can entail investigating further possibilities within the Welsh Bac by encouraging students who are not on academic Welsh routes to hone their skills e.g., towards proficiency regarding our skills framework.
- We will support the Welsh Government campaign to encourage young people to consider Welsh at A Level by referring students to the You Tube channel www.youtube.com/cymraeg as well as through the Welsh language social media channels.

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

By the end of the plan, we will have increased the numbers of learners who study for assessed qualifications in Welsh as a subject and be able to offer all subjects through the medium of Welsh within our Welsh medium and bilingual schools.

We will also strive to ensure linguistic choice within our English schools, which supports progress with pupils' bilingualism (see table above).

Key Data

The table includes an increase in the numbers and % studying subjects through the medium of Welsh in year 11. It must be remembered that outcome 4 also relates to pupils in years 10,12,13. So actual numbers will be higher.

The numbers and % of learners that study for Welsh qualification (as a subject) and subjects through the medium of Welsh.

2022 - 2023		2023 – 2024		2024 - 2025		2025 - 2026		2026 - 2027	
1350 (Year 11 only)	72%							1465 (Year 11) (+115)	78%
2027 - 2028		2028 – 2029		2029 - 2030		2030 - 2031		2031 - 2032	
								1581 (Year 11) (+231)	84%

Outcome 5

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

Where are we now?

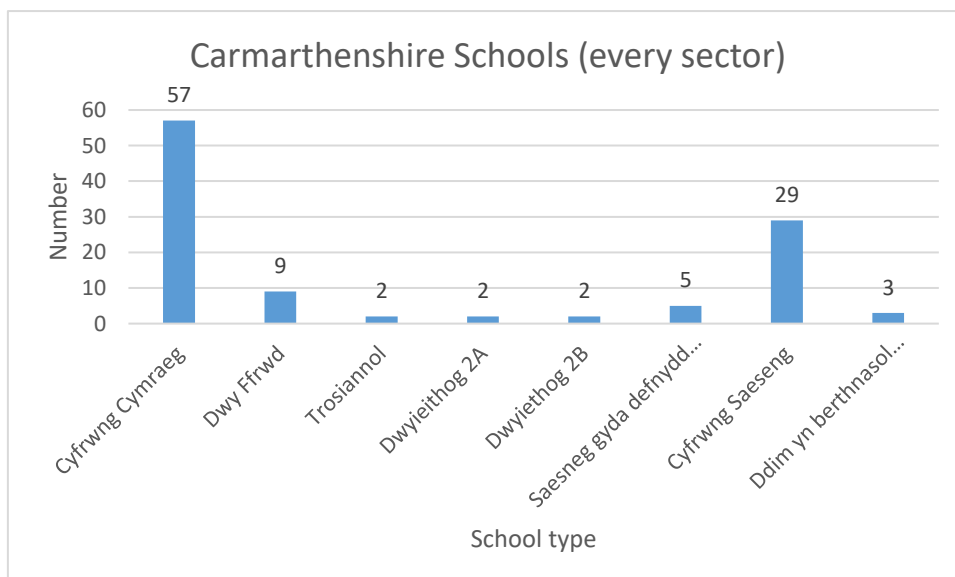
The Local Authority is committed to providing a bilingual service to Carmarthenshire's learners. Our vision is as follows: 'We will work with our partners to ensure that every child and young person has the opportunity to fulfil their potential in a bilingual environment which respects and values all cultures and traditions'.

Developing the informal use of Welsh is a priority for the County Council as set out in 'Promoting the Welsh Language Strategy in Carmarthenshire' with a view to 'Aiming to make Welsh the main language of the county.' Education has a core role to play in promoting the aim of the Promotion Strategy and the Welsh Language Manager of the Department for Education and Children is an important link with the County Language Forum in ensuring that the implementation of the WESP links with and supports the Promotion Strategy.

The 5-year strategy has a specific aim which is to - 'Increase the confidence of Welsh speakers and therefore the use of the Language in every sphere of life, and encourage and support the county's organisations to make the Welsh Language an increasingly natural medium for their Services'.

Our objectives for the first 5 years of this Scheme address the challenge of ensuring a range of opportunities for learners to use Welsh in different contexts in and out of school.

In terms of the linguistic nature of Carmarthenshire schools, a high number of them already operate bilingually.



1	Welsh Medium: Welsh is the language of the day-to-day business of the school. Welsh is used as the language of communication with pupils and for school administration. The school communicates with parents in both languages.
2	Dual Stream: Both Welsh and English are used in day-to-day business of the school. The school communicates with parents in both languages.
3	Transitional: Welsh is the language of the day-to-day business of the school. High priority is given to creating Welsh environment. The school communicates with parents in both languages.

4	Bilingual Type A: At least 80% of subjects (excluding English and Welsh) are taught only through the medium of Welsh to all pupils. One or two subjects to some pupils in English or in both languages.
5	Bilingual Type B: At least 80% of subjects (excluding English and Welsh) are taught only through the medium of Welsh but are also taught through the medium of English.
6	English with significant use of Welsh: Day to day language or languages of school is determined by the school's linguistic context. Both languages are used as languages of communication with pupils, parents and for school administration.
7	English Medium: English is the language of the day-to-day business of the school, but some Welsh is also used as a language of communication with the pupils. The school communicates with parents either in English or in both languages.
8	Not applicable (Nursery and Special Schools)

The Welsh Language Charter has been in place in Carmarthenshire in each primary school since the launch of 'Codi Caerau' in 2016, both as Welsh 1st and 2nd Language Charter. The Language Charter emphasises the advantages of bolstering acquisition of Welsh by using and practicing the language in social situations.

We have piloted the Secondary Schools Charter in 2 schools, and it is our intention to roll this out across all Secondary Schools. Full reports are given as schools work towards gaining their bronze, silver and gold awards. We work in collaboration with our Partnership colleagues to plan and share resources.

In terms of the primary Charter, we have secured the following (2022) –

Welsh Medium	Working towards	Achieved
Bronze Award	-----	100%
Silver Award	62%	37%
Gold Award	37%	7.5%

Second Language Medium	Working towards	Achieved
Bronze Award	25%	75%
Silver Award	75%	22%
Gold Award	100%	----

There are currently many opportunities for learners to use Welsh in different contexts in the school, including:

- Urdd activities,
- Welsh-medium after-school clubs by working with the Mentrau Iaith,
- Radio workshops
- Filming lesson ideas to promote the expressive arts in line with the work in the Carmarthenshire pack
- Language Charter Sacks for verification day
- Create a rhythm and dance pack - promote the expressive arts-music drama, arts, dance to go along with county folklore and local history and film them
- Games e.g., Wales on map x 66 to accompany the resources of the Welsh language development team
- Collaborate on a package of ideas and activities with *Sgiliau* company - for first language but mainly second language, introducing linguistic patterns for all sports skills
- Script and perform suitable monologues for second language pupils for the Carmarthenshire Pack
- Support verbal games in the FP external area
- Wet playtime board games so that we can prepare Welsh instructions on Screen Castify (second language).
- Virtual sessions with various external providers

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

- We will support schools and work with partners to map and develop further opportunities to use Welsh in different contexts in the school. We will focus on our 34 English schools / English schools with significant use of Welsh
- Extend the Secondary Schools Language Charter to all secondary schools with the aim of 9 schools achieving the bronze award by 2027 and 5 schools achieving Silver/Gold within the same period.
- We will work with Further Education colleges to ensure Welsh language provision across all learning areas, including apprenticeships.
- We will continue to work with employers and higher education to promote bilingualism as a key skill for further education and the world of work.
- Further develop opportunities to use Welsh in informal activities (e.g., volunteering, Duke of Edinburgh, Youth Clubs).
- We will fully consider the contribution of sixth forms, further education colleges and apprenticeship providers to the success of the Strategic Plan, where relevant
- Promote improved skills for the lifelong use of the Welsh language.
- Working with Youth Support Service, the Urdd, Mentrau Iaith and YFC, we will map out the current opportunities available for school age children to use their Welsh Language skills outside the classroom.
- We will support the activities of Menter Iaith y Sir and ensure that urban/community activities are all bilingual and that the Council supports this and assists businesses/groups to ensure this.
- The WESP is intertwined into the Carmarthenshire Promotion Strategy. The long-term vision of the Promotion Strategy is to aim to make Welsh the main language of the county.

In April 2016, Carmarthenshire County Council's Language Standards came into force. After a period of consultation and preparations, 174 Standards were introduced by the Welsh Language Commissioner under the Welsh Language (Wales) Measure 2011, which would now be regulated by the Commissioner. The Council's Language Scheme was therefore replaced, and the Standards were accepted as a new framework for Welsh-medium provision in the following five areas of work: 1) delivering Welsh language services, 2) formulating policy in a way that promotes the Welsh language, 3) operating through the medium of Welsh, 4) keeping records about the Welsh language and finally 5) promoting the Welsh language.

The promotion strategy is a valuable resource to help us plan together, work together and target resources to achieve the following 5 objectives:

- i. Increase the numbers acquiring basic and further skills in Welsh through the education system and through language transmission in the home.
- ii. Increase the confidence of Welsh speakers and therefore the use of Welsh in every sphere of life and encourage and support the county's organisations to make Welsh an increasingly natural medium for their services.
- iii. Take purposeful action to positively affect population movements and try to get our young people to settle or re-settle in the county so that the increase in the number of Welsh speakers gained through the education system is not lost. Also, make significant efforts to assimilate newcomers and ensure that new planning developments do not have a detrimental effect on the viability of the Welsh language.
- iv. Target specific geographic areas within the county, either because they offer the potential to develop or because they cause linguistic concern to increase the numbers in those areas who can and do use Welsh.

- v. Marketing and Promoting the language. Raise the status of Welsh including the benefits of bilingualism and the benefits of bilingual education. And by raising awareness of these benefits, attracting more residents of the county to acquire the language [Integrated Community Strategy for Carmarthenshire](#) 2016-2021.
- Market specific language days e.g., Diwrnod Shwmae? along with drawing attention to outside providers who offer a spectrum of different ideas e.g., Authors, *Cynllun Beirdd Plant* and the AM Platform.
- Encourage schools to use Cymraeg Bob Dydd / Everyday Welsh. This is a programme that offers opportunities for pupils in English-medium/Bilingual secondary schools to extend their use of Welsh. The Urdd operates the programme and organises activities in order to build pupils' confidence in the Welsh language, increase their use of the language, and encourage them to continue to study Welsh as a subject at AS and A level.
- There are currently 18 (27%) Youth Support Service staff operating at Advanced Level/Proficiency. We will extend the language proficiency of workers within this service, particularly in schools (35% Advanced/Proficiency) to promote the informal use of Welsh
- Continue to develop promotional material that demonstrates the value placed on bilingualism by employers.

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

- The Language Charter will become embedded in all primary and secondary schools, leading to enhancing the Welsh ethos throughout all schools.
- Secondary schools will have increased the use of incidental Welsh to ensure that Welsh is used outside the classroom.
- With learners' confidence increasing along with their interest in Welsh, more subjects will be offered through the medium of Welsh.
- Better understanding of local and Welsh history and Welsh culture will become apparent through the new curriculum.
- We will have achieved our aim to raise the status of the Welsh language and to make pupils proud to have their own language and therefore identity in the world.

Key Data

Pupils that will benefit from activities under the Language Charter – Bronze level as a baseline

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

2022 - 2023		2026 - 2027		2031 – 2032	
Primary 14077	89%	Primary 14944	94.5%	Primary 15812	100%
Secondary 4790	42%	Secondary 8623	75%	Secondary 11498	100%

Outcome 6

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

Where are we now

Our vision is as follows- 'We will work with our partners to ensure that every child and young person has the opportunity to fulfil their potential in a bilingual environment which respects and values all cultures and traditions.'

The Additional Learning Needs and Education Tribunal (Wales) Act 2018 (ALNET) was introduced in January 2018 which requires Local Authorities to keep the arrangements for supporting learners aged 0-25 with Additional Learning Needs under review and to consider whether these arrangements are adequate. It includes a statutory requirement to take reasonable steps to create a system of Welsh-medium and bilingual support for learners with ALN.

We are committed to inclusion and take pride in the fact that we are able to provide bilingual services to our learners with additional learning needs.

It is the Inclusion Department's intention to continue to provide high quality services and provisions bilingually to meet the needs of families and young people i.e., if the preference is for services and provisions to be delivered through the medium of Welsh the department has the capacity to achieve this to a high standard.

Strategic Aims:

- To ensure that there is equity of provision for all learners with ALN in all settings and services.
- To ensure, via effective partnership arrangements, that the learner need for Welsh medium provision at both a regional and a local level is met.
- To ensure that all learners with ALN can access provision in the language of their choice, whilst supporting their journey towards bilingualism
- Continue to develop a bilingual system to respond to the ALN reform agenda
- Work with our Special Schools/Units and Behavioural Support Team to further develop bilingual provision.
- Further develop the skills of our Additional Learning Needs Coordinators to support learners.

In Carmarthenshire we are able to meet the needs of our learners in a variety of ways-

- The majority of our learners with additional learning needs will be supported in our mainstream schools.
- Schools will appoint suitable staff to support individual learners within their classes and the Additional Needs Co-ordinators will ensure appropriate intervention.
- For learners with more profound/complex needs we have a range of Units located in our mainstream schools.
- We have a Pupil Referral Unit and a Special School, Heol Goffa.

- The Inclusion Team will support special schools and units to meet the needs of our learners.

In the previous scheme period, Carmarthenshire County Council:

- Increased the number of advisory staff able to support through the medium of Welsh.
- Ensured we have an increasing number of the workforce who are able to provide advice, support and wider services through the medium of Welsh. This is promoted by a corporate plan to upskill the department's staff, together with another scheme to develop the use of Welsh within the department.
- Ensured that parents can have as much or as little input through the medium of Welsh. The provision, service and support are available in both Welsh and English
- Provide bilingual training to all relevant staff in relation to the ALN reforms in place.

Where we are

Percentage of learners with additional learning needs (County as a whole)

Data Sept 2021	Statements	School Action	School Action +	Total
PRIMARY	1.8%	16.8%	9.7%	28.3%
SECONDARY	3%	17.2%	8.8%	29%

Number of learners with additional learning needs

Data Sept 2021	Statements	School Action	School Action +	Total
Carmarthenshire	719	4079	2360	7158

Number of learners with additional learning needs in Welsh and English medium schools

Data Sept 2021	Statements	School Action	School Action +	Total
Welsh-medium schools	315	2120	1120	3,555
English-medium schools	300	1955	1195	3,450

The allocation of needs across schools are quite balanced in terms of the number in the Welsh and English sectors.

For the proficiency of the staff of the Department of Inclusion and the Department of Educational Psychologists- see outcome 7.

Targets

- In order to meet the needs of our additional needs learners, maintain and further develop central additional learning needs workforce who can support and work in Welsh and English - an increase from current 7 (34%) higher/proficient level to 13 (63%).
- Similarly, we will work with our Schools/Units to increase the number of staff able to support through the medium of Welsh. (See outcome 7 below).
- Our Units / Ysgol Heol Goffa do not have a linguistic designation and we will aim to ensure that learners attending these services receive appropriate linguistic support.

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

We will implement aspects of the WESP in line with Carmarthenshire's ALN Transformation Strategic Plan. Bilingualism is now a general theme across the strategic plan. The following statements are relevant to this outcome-

- As a high proportion of our schools are bilingual, we can meet requests for mainstream education provision in a timely fashion.
- All support services and statutory processes are available bilingually and we provide training and support to ALNCOs so that they can meet each learner's needs.
- All interventions are available bilingually and we commit to ensuring that all resources developed within Carmarthenshire are available in both Welsh and English.
- We will continue to monitor requests for specialist support and work with school leaders, ALNCOs and inclusion officers to identify areas to develop and incorporate these developments in our school modernisation plan.
- We will reflect the new way of working and supporting learners with ALN, ensuring that the approach is available bilingually.
- We provide both Welsh and English medium specialist provision via specialist units attached to mainstream schools to ensure the language requirements of complex ALN learners are met.
- All ALN settings are working towards the Language Charter Language Targets with the support of *Tîm Athrawon Datblygu'r Gymraeg*.

A map and gap activity recently completed on the level of bilingualism across the service was a beneficial exercise. Arising from this-

- we would see the requirement of a range of Welsh language standardised assessments as a priority to effectively establish a baseline.
- We could add that we have developed our own assessments based on Chat teacher-assessments which are being used by the school to support and scaffold Welsh language development for all children.
- Where specific language needs are identified, support is needed in the mother tongue to address the need and support the future development of the additional language.

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

- In advance of our 10-year plan end date we will be in a position to be able to provide parity of Welsh provision and a truly bilingual service to all pupils in Carmarthenshire.
- We will provide training to ALENCO's and Alternative Needs officers to ensure a greater understanding of the language.
- We will continue research into the effects on bilingual education for pupils from non-Welsh speaking homes with learning needs.
- We will continue to ensure that bilingual staffing levels enable the county to support the expected growth in Welsh medium education.

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

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

Within the first 5 years of this plan we aim to be on target with regard to achieving our objectives. We will continue to work with partners on the future recruitment, development and training of the schools' workforce in order to be able to deliver this Plan and the Welsh Government's 'A million Welsh speakers by 2050' aspiration.

To achieve our aspirations for upskilling staff we will:

- Continue to use the language skills audit every two years to identify the Welsh language skill levels of all staff to provide a robust evidence base for the type of further training required to increase the number of staff able to work and learn through the medium of Welsh.
- All schools to respond to the school workforce Welsh Language Skills audit, analysing the data that identifies current provision and areas for further development. All schools will need to reflect this in the school's self-evaluation documents and development plans. Schools will be required to use their resources to provide opportunities for staff to access development opportunities.
- Further analysis by the Local Authority of the workforce data will inform us of gaps in provision and future training needs/content of training programmes. The Department will need to review and publish the programme of Continuing Professional Development which is available to cater flexibly for identified training needs, in support of the WESP's implementation.
- We will work with partners (Partneriaeth, National Centre for Learning Welsh, Dysgu Cymraeg, Trinity St David's University Sabbatical Courses) to deliver training programmes with a specific focus on teaching through the medium of Welsh.
- We will encourage staff to enrol on the University of Wales Trinity Saint David's sabbatical training scheme.
- We will offer staff training to improve reading, writing and speaking in Welsh, and to refine the Welsh skills of those who already have a command of the language. We will use the County Council's Language Skills Framework, as a basis for this work.
- In addition, we intend developing the skills and confidence of teachers to teach through the medium of Welsh and upskill support staff to lend assistance to pupils through the medium of Welsh.
- Furthermore, we will upskill staff to ensure that appropriate pedagogy is adopted, to ensure that standards will be maintained and raised whilst teaching through the medium of Welsh.
- This will include implementing the new Professional Standards for Teachers, increasing the number of teachers who can teach Welsh as a subject and work effectively in bilingual settings, take advantage of alternative routes into teaching, access national workforce planning systems and the Wales-wide approach to small and rural schools.

Staff/leaders Recruitment:

- Recruiting Welsh speaking education staff to work in our schools can be challenging and we will consider a range of ways of dealing with this challenge, including linguistic support to school leaders. This will include the launch of a local campaign in terms of recruiting bilingual staff to lead and work in Carmarthenshire schools.
- Challenges persist in recruiting Welsh speaking school leaders and we will instigate and formalise school federations to assist with the situation. We will provide guidance and training and support this new leadership role by offering specific training and facilitating school to school support.
- We will also be providing bespoke linguistic and leadership training for school leaders.

Support for School Governors

- The Local Authority will provide support and challenge to Governors and school leaders on appointing suitably qualified staff in order that they can address the requirements of this Plan and continue to improve educational standards.
- Continue to support and advise Governors and school leaders on developing the linguistic ability of staff.

General

- We will ensure that the *Athrawon Gwella'r Gymraeg* Service is maintained as they work tirelessly in delivering all aspects of support for Welsh medium education.
- We will work with partners e.g., the Welsh for Adults team, Dysgu Sir Gâr, Partneriaeth, further education colleges, Welsh Government, National Academy for Educational Leadership, on leadership development and ensuring that we have a school workforce with the appropriate bilingual skills.
- This work can be supported by Leaders of Learning and Professional Learning Communities to ensure practical support for practitioners teaching increasingly through the medium of Welsh especially with respect to classroom resources. This can then lead into working with publishers of educational materials (e.g.CAA, Peniarth, Telesgop, Theatre in Education and outside agencies) to develop teaching resources, apps etc. and work with WG to secure financial resources to develop this aspect.

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

- Through strategic planning we will offer training to all staff across both the primary and secondary sector at all linguistic levels. This is paramount in achieving our goals.
- We will work hand in hand with Trinity St David's in the delivery of the Sabbatical courses feeding into and offering linguistic after care.
- Welsh for Adults service will continue to deliver language courses at all levels and the *Athrawon Gwella'r Gymraeg* service will continue to create resources to enhance teaching in both the primary and secondary sector.
- We will also provide language awareness training and the benefits of Welsh-medium education/bilingualism for the Council's front-line workers (School Admissions department, Family Information Service, programmes such as Flying Start) and work with the Health Board to provide the same training for Midwives and health visitors.

How we will work with others to achieve our vision

We have established a Carmarthenshire Welsh in Education Forum consisting of representatives from Mudiad Meithrin, Urdd, Menter Iaith, County Councillors with responsibility for education and the Welsh language, Primary and Secondary school leaders, Welsh language Policy officer, Further Ed. colleges as well as the Director of Education and senior education officers with the responsibility for Bilingualism and the head of the *Athrawon Datblygu'r Gymraeg* Service.

The Forum meets on a regular basis where all matters aligned to the WESP document are discussed. In preparation of the plan, we will consult with our statutory partners and other stakeholders.

In addition, the multi-agency County Welsh language Forum is involved in supporting the delivery of this strategy.

Officers across the education department are briefed with the objectives of the WESP. We work closely with officers in the delivery of the new curriculum to synergise the WESP with the ideals of the Successful Futures agenda.

Consultation and workshop sessions with Head teachers and Governors across all schools.

A robust in-house corporate consultation process will ensure that the strategy is informed through the democratic process.

APPENDIX 1 - ['The Welsh Language in Carmarthenshire' report](#)

AIM: Increase the provision of Welsh medium education in Carmarthenshire and ensure linguistic continuity from the nursery sector along the key stages to the secondary sector so that every pupil becomes fluent and confident in both Welsh and English.

Pre-School Education

1. The County Council works closely with Mudiad Meithrin and private providers to ensure that Welsh-medium pre-school education is readily available in all parts of Carmarthenshire.

Primary Sector

2. The County Council prepares a robust work plan and timetable, in conjunction with school governing bodies, to move all primary schools along the language continuum. Strategies will need to be developed for the various categories and geographical areas.
3. The County Council works closely with school staff and governing bodies of Carmarthenshire's transformational schools (Welsh medium-schools but with significant use of English) for them to become Welsh schools.
4. The County Council works closely with the staff and governing bodies of Carmarthenshire's dual stream schools for them to become Welsh schools.
5. The County Council agrees with the principle that all English-medium primary schools over a period of time should deliver the curriculum in the Foundation Phase primarily through the medium of Welsh as a starting point taking into account different options for Key Stage 2 (KS2);
6. The County Council begins the process of identifying English-medium schools that would be prepared to introduce the Foundation Phase through the medium of Welsh

fairly soon with the aim in KS2 to offer a choice between a Welsh stream or a bilingual stream (25-50% Welsh medium).

7. The County Council considers the current model of language centres/latecomers in Carmarthenshire in the primary sector and to develop provision based on the model of Gwynedd and Ceredigion Councils.
8. The County Council adopts Gwynedd Council's Welsh Language Charter (which encourages children to speak Welsh at school and in the community) and adapts it to the requirements of Carmarthenshire.
9. The County Council revisits this and ensures that Welsh-medium primary schools are part of a secondary school family that can provide a suitable linguistic continuum from the primary sector onwards to KS3 and KS4 and carry out transition activities that reflect the linguistic nature of the feeder primary schools.
10. The County Council includes expectations of Welsh-medium provision as part of an agreement with schools, alongside expectations of discipline, attainment, and attendance.
11. The County Council, should the above recommendations be realised, is aware of the need to plan for growth in Welsh-medium education in the secondary sector.

Secondary Schools

12. The County Council expect secondary schools to build on the linguistic foundation laid by the Welsh medium primary schools by ensuring that all pupils continue to study Welsh as a first language and as a learning medium up to KS4.
13. The County Council adopts a clear continuity protocol with all primary and secondary Welsh schools (or bilingual), with appropriate training where needed, to increase the number of pupils continuing to study through the medium of Welsh at all key stages:
14. The County Council researches the possibility of establishing a second-chance scheme within the transition period between primary and secondary sector by adopting the Immersion Scheme which has been very successful across Wales.
15. The County Council agrees to a timetable and plan to support schools 2A, 2B and 3 to move along the language continuum over a period of time and provides guidance to ensure that all other secondary schools move along the language continuum and create an ethos that encourages respect for the Welsh language.
16. The County Council plans for growth in Welsh medium education in the secondary sector.

Welsh Education Promotion.

17. The County Council maintains an ongoing marketing campaign to promote Welsh medium education by explaining the advantages of being bilingual to parents and pupils.
18. The County Council provides training for primary and secondary school governors on the advantages of Welsh medium education and the educational, economic and community reasons why the provision should be extended across the county.

General

19. The County Council undertakes an assessment of the demand for Welsh-medium education in areas where it is considered necessary.
20. The County Council works with all Governing Bodies to undertake a language skills audit to take account of the linguistic needs of the workforce for being able to move the school along the language continuum.
21. The County Council ensures appropriate support and resources to develop and lead a strategy to promote and expand Welsh-medium education in Carmarthenshire.

AIM: Increase the range of opportunities to use Welsh in our communities, particularly for children and young people to reinforce the language outside the school walls.

Youth Services

55. The County Council co-ordinates a strategic action group that would include secondary schools, the county's youth organisations, the further and higher education sector, and the leisure sector to plan and link Welsh-medium provision to ensure that the best possible use is made of the resources available within the County, to target resources as required and to identify any gaps in provision.
56. The strategic implementation group ensures that it develops Welsh-medium community opportunities that will support and strengthen the educational curriculum.
57. The County Council increases Welsh-medium provision within its youth service and supports staff within the service to develop their skills to work through the medium of Welsh.
58. In line with the recommendations of the Task and Finish Group on Youth Clubs (January 2014), prioritise increasing provision through the medium of Welsh as part of the new strategic approach by commissioning some organisations that provide an open youth service through the medium of Welsh.