

WELSH IN EDUCATION STRATEGIC PLAN

Name of Local Authority

POWYS COUNTY COUNCIL

Period of this Plan

1 September 2022 – 31 August 2032

DRAFT VERSION – POST-CONSULTATION
(amendments in red)

This Welsh in Education Strategic Plan is made under Section 84 of *The School Standards and Organisation (Wales) Act 2013* and the content complies with the *Welsh in Education Strategic Plans (Wales) Regulations 2019¹⁻²*. We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Signed: _____ Date: _____

(Post-consultation version to be signed by the Chief Education Officer before submission to Welsh Government)

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 the provision of Welsh-medium education in our area

Background

In April 2020, Powys County Council set out a clear ambition for its schools, that:

“All children and young people in Powys will experience a high quality, inspiring education to help develop the knowledge, skills and attributes that will enable them to become healthy, personally fulfilled, economically productive, socially responsible and globally engaged citizens of 21st century Wales.”

The Council’s Strategic Aim for Welsh-medium education is ‘to improve access to Welsh-medium provision across all key stages’, as outlined in the Strategy for Transforming Education in Powys April 2020. This recognises the particular geographic and linguistic nature of a large, rural and sparsely populated county where there are some areas which are traditionally Welsh-speaking areas and other areas where little or no Welsh is spoken. The Council has a duty to ensure that all learners in Powys have the same entitlement and experience, regardless of the medium of their education.

The challenges of delivering equitable Welsh-medium provision in Powys are recognised in the Vision for Developing Fully Bilingual Learners in Powys, which was approved by Cabinet in December 2020:

- *Not all parts of Powys have easily accessible primary or secondary education through the medium of Welsh – currently there is no provision in the Presteigne, Crickhowell or Gwernyfed areas.*
- *Many schools that do provide a dual-stream approach do not deliver enough of their curriculum in Welsh to satisfy their learners. Provision is patchy, and unequal in too many of the secondary schools. It is common for under half of the curriculum to be available in their language of choice for learners in the Welsh stream of secondary education from year 7.*
- *The choice of subjects taught through the medium of Welsh becomes smaller as the learner gets older, and at post-14 the provision is very poor or non-existent. This includes deficiencies in the provision by the Further Education provider. In some secondary Welsh streams, fewer than 5 GCSE subjects are delivered through the medium of Welsh, and in one case only one non-language course is taught in Welsh..*
- *There is evidence that some parents in Powys avoid choosing an education through the medium of Welsh because they are concerned that the progression available for their child within the authority will be limited.*
- *At a time when bilingual/Welsh education has grown across Wales and is often a showcase sector for other counties, Powys has been stagnant, and in some key indicators the local authority has been going backwards. This*

has happened despite commitments made in the Powys Welsh in Education Strategic Plans over recent years.

- *Powys has a smaller percentage of its children learning through the medium of Welsh than the percentage of Welsh speakers in the wider population. It is believed to be the only authority in Wales where this is the case.*

In order to address these issues, this WESP, aligned with the Strategy for Transforming Education in Powys, provides a vital opportunity to develop Welsh-medium education across the county for the next ten years. The education system is the key driver for increasing the number of Welsh speakers in Powys and the Council's contribution towards the target of a million Welsh speakers by 2050. The Council's mission will be to facilitate this growth and to promote the opportunities of bilingualism, and to do so in a planned, co-ordinated, proactive and ambitious manner.

The Council welcomes the new language categories that are being introduced by the Welsh Government this year which will provide a clearer framework for the development of Welsh-medium provision. It is recognised that Welsh-medium schools provide the best opportunity for children to become fully bilingual, whilst also creating a dynamic outward-looking cultural environment. These are schools that operate in Welsh, and which meet the needs of learners from diverse backgrounds, including learners who arrive in the county after they have started their education. However, the Council is also supportive of the positive contribution of dual-stream schools, especially in areas where there may not be access to Welsh-medium schools – supporting these dual-stream schools to move along the language continuum is a key component of this plan as well.

Whilst the WESP is clearly focused on the education sector, there is also an opportunity to ensure that the development of Welsh-medium education is central to all Council policies and strategies across all service areas, including the Powys Local Development Plan, the Welsh Language Strategy, and economic regeneration plans such as the Mid Wales Growth Deal. The Council's School Admissions Policy and the Home-to-School Transport Policy are also key policies to enable improved access to Welsh-medium education.

TARGET FOR POWYS

By 2032, Powys County Council's (PCC) target is to increase the year 1 pupils being taught through the medium of Welsh in Powys by 14 percentage points to 36%. This is the maximum target for the range suggested by the Welsh Government for Powys, and the Council's ambition is to exceed this target.

Based on the latest PLASC information³, 277 year 1 pupils in Powys were being taught through the medium of Welsh. The total number of year 1 pupils in Powys was 1223, therefore 22.6% of Year 1 pupils were taught through the medium of Welsh. Based on the total number of Year 1 pupils in Powys in 2020-2021, to

³ PLASC 2021 – Study Welsh as a first language

increase by 14 percentage points to 36% would require an increase of 163 Year 1 pupils, based on the total number of Year 1 pupils in Powys in January 2021.

The Council plans to meet, and exceed, this target by implementing a programme of transformational change as follows:

- Ensuring that more parents and families are aware of the benefits of Welsh-medium education and bilingualism from birth, are signposted to Welsh-medium provision with clear progression routes throughout all key phases of education
- Ensuring that there is access to Welsh-medium early years and primary provision in all 13 localities in Powys by:
 - Establishing new Welsh-medium early years provision (Cylchoedd Ti a Fi and Cylchoedd Meithrin)
 - Supporting English-medium/bilingual early years providers to move along the language continuum
 - Establishing new Welsh-medium primary schools
 - Supporting dual-stream/English-medium primary schools to move along the language continuum so that they can provide Welsh-medium immersion education until the age of seven or eleven
- Establishing Welsh-medium secondary provision in at least 3 localities in Powys
- Providing high-quality 'trochi' (immersion) provision to support pupils who move into Powys and don't have Welsh-language skills, and also for pupils who choose to move from an English-medium stream/school within Powys to Welsh-medium education
- Providing high-quality provision for learners with ALN through the medium of Welsh
- Developing the workforce to ensure that there's a good supply of childcare staff, schools staff and authority staff able to provide their services through the medium of Welsh

Once the WESP has been approved, officers will develop a detailed action plan for each outcome which will be monitored by the Welsh-medium Education Forum.

Outcome 1:

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

Where are we now?

Childcare Sufficiency Assessment

- Childcare provision is provided either at private day nurseries, registered childminders, and also Cylchoedd Meithrin. Childcare is an important step in the journey towards Welsh-medium education and needs to start as early as possible. **The last Childcare Sufficiency Assessment took place in 2014 – a new assessment was carried out in the autumn of 2021, for submission to Welsh Government in 2022, and information from this assessment will be used to inform the next round of tendering for pre-school provision. The outcome of the assessment is not yet available for inclusion within the WESP.**

Pre-school Provision for 3 and 4 year old children

- As part of the Welsh Government's Childcare Offer for Wales, the local authority receives funding to ensure that all children have access to ten hours of early years education from the beginning of the term following the child's third birthday. The education is provided in approved, funded pre-school education settings, which include playgroups, Cylch Meithrin, day nurseries and school-based settings. In addition, 20 hours of childcare is available for eligible working parents for up to 48 weeks a year.
- There are currently 144 providers offering the Childcare Offer in Powys. There are 74 pre-school providers, 18 of which are Welsh-medium settings. This has increased from 14 in 2014 to 18 in 2020. There are 3 pre-school providers who deliver through the medium of Welsh and are not members of Mudiad Meithrin – Mes Bach y Trannon, Trefeglwys (delivers early years education but not the Childcare Offer), Dechrau Disglair at Ysgol Gymraeg Dyffryn y Glowyr and Meithrinfa Pontsenni in Sennybridge.
- The number of 3 year olds in the Welsh-medium settings during 2020/21 can be found below:

Date	Number of Welsh-medium funded early years places	Total funded early years places	% of pupils accessing Welsh-medium settings
Sept 2020	358	1,466	24.4%
Jan 2021	372	1,536	24.2%

April 2021	390	1,600	24.4%
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- Since the authority took over the management of early years admissions in 2019, more Welsh-medium early years sessions have been offered in Ystradgynlais, Newtown and Builth Wells to meet demand.

Flying Start

- **Flying Start provision is provided at the following locations:**

Locality		No of children	Medium
Brecon	Cylch Meithrin Aberhonddu	16	Welsh
Llandrindod Wells	Cylch Meithrin Llandrindod	5	Welsh
	Jigsaws	6	English
	Trefonnen Early Years	16	English
Newtown	Cylch Meithrin Drenewydd	17	Welsh
	Maldwyn Day Nursery	16	English
	Hope Day Nursery	16	English
	Trehafren	16	English
	Treowen	12	English
Welshpool	Tiny Tots	12	English
	Open door	16	English
Ystradgynlais	Meithrinfa Dechrau Disglair	8	Welsh-medium
	Ser Bach y Cwm	16	English- medium

- There has been an increase in the number of children accessing Welsh-medium Flying Start provision and all Flying Start areas can provide places through the medium of Welsh.

	Places	Children
2017-18	36	41
2018-19	44	44
2019-20	48	47
2020-21	44	61

Early Years providers

- There are 17 'Cylch Meithrin' providers in Powys. The aim of the Cylch Meithrin is to promote the education and development of children from two years old to school age. There are another three providers who are not registered with Mudiad Meithrin that also provide Welsh-medium provision – Dechrau Disglair, Ystradgynlais; Mes Bach y Trannon, Trefeglwys and Sennybridge Early Years.

Localities	Welsh-medium providers	Number of places	Number of children attending
Brecon	Cylch Meithrin Aberhonddu Meithrinfa Pontsenni	Sep 20: 30 Jan 21: 30 Apr 21: 30 Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 10 Jan 21: 24 Apr 21: 29 Sep 20: 5 Jan 21: 8 Apr 21: 11
Builth Wells	Cylch yn yr Ysgol Llanfair-ym-Muallt	Sep 20: 32 Jan 21: 32 Apr 21: 40	Sep 20: 31 Jan 21: 39 Apr 21: 48
Crickhowell	No provision		
Gwernyfed	No provision		
Llandrindod Wells	Cylch Meithrin Llandrindod Cylch Meithrin Dolau Cylch Meithrin Rhaeadr	Sep 20: 16 Jan 21: 16 Apr 21: 16 Not funded for early years education but registered for 10 places Sep 20: 16 Jan 21: 16	Sep 20: 13 Jan 21: 14 Apr 21: 15 Sep 20: 7 Jan 21: 7 Apr 21: 10 Sep 20: 14 Jan 21: 15

		Apr 21: 16	Apr 21: 19
Llanfair Caereinion	Cylch Meithrin Dyffryn Banw	Sep 20: 8 Jan 21: 8 Apr 21: 8	Sep 20: 3 Jan 21: 6 Apr 21: 6
	Cylch Meithrin Pontrobert	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 12 Jan 21: 13 Apr 21: 15
	Cylch Meithrin Llanfair Caereinion	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 15 Jan 21: 17 Apr 21: 18
Llanfyllin	Cylch Meithrin Llanfyllin	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 7 Jan 21: 10 Apr 21: 10
	Cylch Meithrin Penybontfawr	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 5 Jan 21: 8 Apr 21: 11
	Cylch Meithrin Llanrhaeadr-ym-Mochnant	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 9 Jan 21: 11 Apr 21: 17
Llanidloes	Mes Bach, Dyffryn Trannon	Not funded for early years education but registered for 19 places	Sep 20: 19 Jan 21: 20 Apr 21: 17
Machynlleth	Cylch Meithrin Machynlleth	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 15 Jan 21: 19 Apr 21: 25
	Cylch Meithrin Glantwymyn	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 12 Jan 21: 20 Apr 21: 21
	Cylch Meithrin Llanbrynmair	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 5 Jan 21: 5 Apr 21: 5
	Cylch Meithrin Carno	Not funded for early years education but registered for 12 places	Sep 2020: 12 Jan 21: 11 April 21: 13

Newtown	Cylch Meithrin Y Drenewydd	Sep 20: 36 Jan 21: 40 Apr 21: 40	Sep 20: 30 Jan 21: 40 Apr 21: 49
Presteigne	No provision		
Welshpool	Cylch Meithrin Y Trallwng	Sep 20: 16 Jan 21: 16 Apr 21: 16	Sep 20: 8 Jan 21: 12 Apr 21: 14
Ystradgynlais	Dechrau Disglair	Sep 20: 60 Jan 21: 70 Apr 21: 80	Sep 20: 54 Jan 21: 76 Apr 21: 88

Mudiad Meithrin Progression Data into Welsh-medium Education

Year	Number / % of children attending Cylchoedd Meithrin who transferred to Welsh-medium primary education
2020	215 of 238 / 90.3%
2021	Tbc

Cylch Ti a Fi Groups

- There are 24 'Cylch Ti a Fi' groups in the county, and one in Oswestry. The Cylch Ti a Fi provides activities promoting the development of children from birth to school age. It's an opportunity for parents/carers to meet to socialise and share experiences in an informal Welsh atmosphere. These are in the following locations:

Locality	Ti a Fi Groups
Brecon	Brecon Crai
Builth Wells	Builth Wells
Crickhowell	No provision
Gwernyfed	Hay-on-Wye
Llandrindod Wells	Llanbister Dolau Llandrindod Wells Rhaeadr

Llanfair Caereinion	Dyffryn Banw Pontrobert
Llanfyllin	Llanfyllin Penybontfawr Llanrhaeadr-ym-Mochnant Llansilin (Oswestry)
Llanidloes	Dyffryn Trannon
Machynlleth	Glantwymyn Llanbrynmair Carno
Newtown	Newtown Abermule
Presteigne	No provision
Welshpool	Welshpool Buttington
Ystradgynlais	Ystradgynlais Abercraf

Other Developments

- The facilities at Ysgol Dafydd Llwyd's Ysgol Feithrin provision have been expanded. The setting can now provide 56 places.
- A new early years centre has been built at Ysgol Dyffryn y Glowyr, Ystradgynlais. The centre provides 120 additional Welsh-medium places, including Flying Start provision, in a purpose-built facility. This project has been funded through the Welsh Government's Childcare Offer Grant and Infant & Class Size Grant.
- New facilities have been provided for Cylch Meithrin Rhaeadr through the Childcare Offer Capital Grant and it is intended that Cylch Meithrin Penybontfawr benefit from this Grant as well.
- Welsh-medium Flying Start provision is now available at Cylch Meithrin Ysgol y Bannau in Brecon.

Promotion of Welsh-medium education/benefits of bilingualism

- A new webpage and brand has been developed to promote Welsh-medium education and the benefits of bilingualism – this has been promoted widely, and, as a result, many parents are beginning to understand the advantages of Welsh-medium education:

<https://en.powys.gov.uk/article/10742/Destination-bilingual-the-benefits-of-choosing-a-Welsh-medium-education>

Workforce Development

- Post-16 students will be able to complete BTEC Child Care, Learning & Development level 3 through the medium of Welsh from September 2021.

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

Local authority

The local authority's next round of tendering for early years provision will take place in 2022. The authority will ensure that this round:

- Invites tenders to provide Welsh-medium provision in key strategic areas e.g. Machynlleth, Llanfair Caereinion, Builth Wells, Llanfyllin to ensure that a high-quality full provision in Welsh is available within reasonable travelling distance for every child.
- Aligns with the authority's plans to support schools to move along the language continuum as part of the Strategy for Transforming Education in Powys.

To prepare for the next round of tendering, the authority will:

- Work collaboratively with the staff and leaders of all settings to ensure that their provision will have an increasingly Welsh-medium emphasis.
- Work with those settings currently operating in English but with some bilingual elements to support them to develop their Welsh-medium provision further. This would mean identifying staff who would benefit from improving their Welsh-medium skills and facilitating language training.

In addition, the authority will:

- Ensure effective early years provision that is designed to meet the needs of all children, mindful of their particular circumstances, language requirements or any special or additional learning needs.
- Aim for high quality provision in each part of Powys for learners from all linguistic background. Include a notion of an "active offer" (an offer is made by all officials to explain the benefits and availability of Welsh-medium education). This will enable a growing number of children to access Welsh-medium education at an early age.

Mudiad Meithrin

The authority will:

- Continue to work with Mudiad Meithrin to establish new Cylch Ti a Fi and Cylch Meithrin provision via their 'Sefydlu a Symud' project in the following areas where no Welsh-medium provision currently exists:

➤ Hay-on-Wye

- Crickhowell
- Presteigne
- Llanidloes
- North Powys border area (Arddleen, Four Crosses, Llandysilio, Carreghofa)

- Aim for 100% progression from existing Cylchoedd Meithrin into Welsh-medium primary provision.
- Continue to work with Mudiad Meithrin to support the Cylchoedd Meithrin to provide the Childcare Offer and wrap around services.
- Continue to work with Mudiad Meithrin to provide Flying Start provision
- Work with Mudiad Meithrin to provide support to settings other than Cylch that need to increase their Welsh-medium skills to move along the language continuum.

In addition, the authority will carry out the following actions:

Promotion of Welsh-medium education/benefits of bilingualism

- Further development of promotional campaign, to include working with the health board and the authority's admissions team to ensure that information is shared with parents
- Targeted localised campaigns to support specific developments e.g. establishment of new provision, change in provision
- Work with partners such as Mudiad Meithrin, Welsh for Adults to facilitate the availability of Welsh language classes for parents alongside Welsh-medium early years provision

Workforce Development

- Audit the language skills of all early years staff in Powys to identify where additional training is needed through schemes such as Camau.
- Ensure all early years staff have Welsh language competency which is at least equivalent to level 4 (PCC level): 'I can interact with a degree of fluency and spontaneity that makes interaction with native speakers possible. I can take an active part in discussion in familiar contexts.'
- Work with Mudiad Meithrin to provide a professional learning programme to support staff that need further development of effective language immersion methods in the early years (Croesi'r Bont) – this will ensure that most early years staff can support children's language development successfully
- Ensure that the authority's new Post-16 Strategic Management Board works with Mudiad Meithrin, schools and further education providers to promote the benefits of bilingualism in the workplace, and to ensure that young people can access childcare courses through the medium of Welsh.
- Ensure that post-16 learners can access work experience at Cylchoedd Meithrin.

Capital Developments

- In accordance with the Council’s vision to develop all-age schools, ensure that early years provision is an integral part of the all-age concept with facilities that enable the provision of Welsh-medium early education and childcare wraparound services.
- New Ysgol Gymraeg Y Trallwng building, which will open in 2022, will include remodelled facilities for Welsh-medium early years provision.
- New Ysgol Bro Hyddgen building, which will open in 2024, will include two purpose built areas for early years provision, which will also provide childcare and wraparound provision.
- The Council also plans capital investment to support Welsh-medium provision in the following areas which will include facilities to provide early years education and childcare and wraparound provision:
 - Llandrindod Wells/Builth Wells area
 - Brecon catchment area
 - Llanfyllin catchment area

However, these are subject to consultation and Cabinet approval, along with Welsh Government funding approval.

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

The Welsh Government has recently consulted on proposed new linguistic categories for schools and the final categories are expected to be published soon. The authority will identify how the new categories apply to schools in Powys and will work with the schools to ensure that they meet the expected outcomes for their categories. The authority will also support schools to move along the language continuum via the expected new ‘transitional sub-categories’, which are meant ‘to enable schools to be flexible as they develop the way of increasing provision in the method that is most suitable to them.’

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

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to meet the targets outlined below.

Key Data

The following tables set out the targets in respect of the number / % of 3 year olds receiving their education through the medium of Welsh which the local authority will aim to achieve within the 10 years of this plan. The target number of pupils are based on the total number of 3 year olds in Powys in the summer term 2021.

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

2022-2023		2023-2024		2024-2025		2025-2026		2026-2027	
416	26%	448	28%	480	30%	512	32%	544	34%

2027-2028		2028-2029		2029-2030		2030-2031		2031-2032	
576	36%	608	38%	640	40%	672	42%	704	44%

Outcome 2:

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

Where are we now?

Welsh medium primary provision is available at a number of schools or streams across Powys. The providers and the number of pupils accessing Welsh-medium provision during 2020/21 is outlined below:

School	Total Welsh-medium pupils (R-Yr6) ⁴ PLASC 2021	Total English-medium pupils (R-Yr6) PLASC 2021
Welsh-medium schools		
Ysgol Carno	45	N/A
Ysgol Cwm Banwy ⁵	46	N/A
Ysgol Llanbrynmair	59	N/A
Ysgol Pontrobert	41	N/A
Ysgol Glantwymyn	70	N/A
Ysgol Pennant	84	N/A
Ysgol y Bannau	111	N/A
Ysgol Dafydd Llwyd	153	N/A
Ysgol Gymraeg Dyffryn y Glowyr	400	N/A
Ysgol Gymraeg y Trallwng	79	N/A
Dual stream schools		
Builth C.P. School	92	109
Rhayader C.in W. School	65	138
Sennybridge C.P. School	56	79
Ysgol Dyffryn Trannon	113	18
Ysgol Llanfyllin	63	76
Ysgol Llanrhaeadr-ym-Mochnant	39	34
Ysgol Rhiw Bechan	61	107
Ysgol Trefonnen	91	117
Llanfair Caereinion	85	77
Ysgol Bro Hyddgen (Primary)	112	53

⁴ PLASC 2021 – Study Welsh as a First Language.

⁵ Ysgol Cwm Banwy was established in September 2020 following the merger of Banw C.P. School and Ysgol Llanerfyl. The figures for both Banw C.P. School and Ysgol Llanerfyl are provided for 2018-2020.

TOTAL	1,865	
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During 2020/21, a total of 9,541 pupils were receiving primary education in Powys. 1,865 of these were receiving their education through the medium of Welsh. This is 19.5%.

During 2020/21, 250 reception aged pupils were accessing Welsh-medium provision in Powys. This is 20.2% of the reception aged pupils⁶.

	Number	%
Reception aged pupils receiving their education through the medium of Welsh	250	20.2%
Total reception aged pupils	1,236	N/A

Overview of what has been achieved during the previous plan period:

Provision

- Ysgol Gymraeg y Trallwng established in September 2017 as a new Welsh-medium primary school in Welshpool.
- Ysgol Cwm Banwy established in September 2020 following the merger of Banw C.P. School and Ysgol Llanerfyl.
- New Welsh-medium reception class established in Ysgol y Cribarth, Ystradgynlais from September 2021.

Support for latecomers (Trochi)

- Support is provided to latecomers to Welsh-medium provision in the primary sector in response to requests from individual schools. The support is delivered through a combination of teacher support and classroom assistant support.
- Following their Welsh-medium immersion education, pupils are expected to be able to follow the whole curriculum through the medium of Welsh. The aim is that every pupil will follow the Welsh first language programme of study.
- In order to improve the provision and provide more access for pupils, a virtual immersion programme has been piloted successfully during the Covid pandemic. The Athrawon Bro resources and weekly input are having a positive impact on the language acquisition of most learners. Positive feedback has been received by the schools. A new cohort (latecomers to Welsh attending Ysgol Pennant and Cwm Banwy) started the virtual immersion provision on in May 2021.

⁶ PLASC 2021 – Study Welsh as a First Language.

Promotion

- A new webpage and brand has been developed to promote Welsh-medium education and the benefits of bilingualism – this has been promoted widely, and, as a result, many parents are beginning to understand the advantages of Welsh-medium education:
<https://en.powys.gov.uk/article/10742/Destination-bilingual-the-benefits-of-choosing-a-Welsh-medium-education>
- All primary leaders have been provided with the Welsh Government’s Siarter Iaith posters outlining the key advantages of Welsh-medium education. As primary schools are working successfully on the Siarter Iaith targets, there is an increased emphasis from schools on offering effective support for parents, via RhAG and other partners and on promoting Welsh lessons in the community for parents and carers. As a result, many parents are beginning to understand the advantages of bilingual education.
- Training will be provided to the Council’s School Admission Team so that there is a consistent and proactive approach to sharing information about Welsh-medium provision with parents
- Promotional materials will also be made available to estate agents and housing associations so that they are able to provide these to prospective new buyers/tenants.

Staff Development

- Training has been provided by ERW for all Welsh-medium primary schools on the ‘Tric a Chlic’ phonics programme. As a result, most practitioners follow a systematic programme to support learners to develop their phonological knowledge to a good standard in the foundation phase.

Home-to-School Transport Policy

- The authority approved a revised Home-to-School Transport Policy in 2020. The new policy now provides transport to a learner’s nearest school but also provides transport to Welsh-medium provision. This has changed from the previous policy which provided transport to the nearest school ‘in the language of choice.’ This improves access to Welsh-medium provision.

Capital Projects

- A new school was built for Ysgol Carno in 2018 and Ysgol Glantwymyn was also remodelled as part of the 21st C Schools Programme.

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

Currently⁷ 20.2% of Reception aged / 5 year old pupils in Powys. This equates to 250 pupils. By 2027, 30% of Reception aged / 5 year old pupils will receive their education through the medium of Welsh.

Provision

It is widely recognised that an immersive Welsh-medium education provides the best opportunity for children to become fully bilingual, whilst also creating a dynamic outward-looking cultural environment. These are schools that operate in Welsh, and which meet the needs of learners from diverse backgrounds, including learners who arrive in Wales after they have started their education. In order to meet the target of more 5 year olds receiving their education through the medium of Welsh, the authority needs to establish more Welsh-medium primary provision. In the first half of this ten year Strategic Plan, the authority will work with and support schools to develop their Welsh-medium provision, and will consult with stakeholders with the aim of establishing new Welsh-medium provision in the 13 catchment areas within the ten year period of this Plan.

Within the first five years of the Plan, the authority will focus on developing new Welsh-medium primary provision in the following areas where no provision currently exists:

- Hay-on-Wye
- Crickhowell
- Presteigne
- North Powys border area

In addition, the authority will focus on developing more Welsh-medium provision in the following catchment areas:

- Llanfair Caereinion
- Llanfyllin
- Ystradgynlais
- Brecon
- Llandrindod Wells/Builth Wells
- Newtown
- Llanidloes

This will be done in a variety of ways, dependent on the particular circumstances within each area, including:

- moving dual-stream schools along the language continuum by only offering an immersive Welsh-medium education in the Foundation Phase, and gradually rolling this out to the whole school over time
- establishing new Welsh-medium primary provision
- exploring the possibility of introducing a Welsh-medium class in schools that currently only offer English-medium education. This is similar to the pilot that

⁷ PLASC 2021 – Study Welsh as a First Language.

started at Ysgol y Cribarth in September 2021, where a new Welsh-medium Reception class has been introduced.

The authority will ensure that the development of Welsh-medium primary provision is done in partnership with the schools involved, and will also ensure that there is alignment with plans to develop early years provision.

In addition, the local authority will:

- Identify good practice that exists in language acquisition and share this practice across the LA, with reference to Estyn's Thematic Report on Welsh Language Acquisition.
- Support schools to establish strong bilingual communication channels with parents and carers from an early age to enable them to support their children at home as they acquire the Welsh language.
- Support early years / Mudiad Meithrin practitioners to establish strong partnerships with parents / carers to support their decision to pursue Welsh-medium education for their children. As a result of the leaders' purposeful planning and action, many parents and carers choose Welsh-medium education for their children.
- Establish an 'Ambassador' programme where Welsh-medium schools play a lead role within a locality to support other schools to enhance their Welsh-medium ethos, provide support to other staff, share best practice etc.

Promotion

- The authority will actively promote the availability and benefits of Welsh medium education to parents, from all linguistic backgrounds. When parents apply for a school place, they will automatically receive information about Welsh-medium provision.
- Promotion will also take place via the PCC website, admission booklets, information leaflets, videos and social media so that every family is clear about the opportunities for bilingual and Welsh language learning that will be available for their young infant in Powys.

Staff Development

- Support staff to develop their Welsh language skills through participation in WG sabbatical courses / language acquisition training programmes.

Support for latecomers (Trochi)

- The authority welcomes learners who wish to choose a Welsh-medium education after initially choosing English medium provision for their child by offering opportunities for immersion and an opportunity to join and be fully integrated into a Welsh-medium / bilingual classroom
- The authority will establish new Welsh language Trochi (immersion) centres to support pupils who move into Powys with little or no Welsh language

skills. The first Welsh language pilot Trochi centre will open in Newtown at the beginning of November 2021 for KS2 pupils that are latecomers to Welsh language education. Following evaluation of the impact of the pilot 'Trochi Centre' immersion provision, the plan is to establish further immersion centres in other areas of the county.

- The impact of the virtual Trochi provision that has been piloted during the spring and summer term of 2021 will be evaluated. Upon evaluation of the impact, the authority will plan for this provision to be utilised if the need is there, for example, Year 2 pupils that want to change to Welsh-medium provision and due to their locality are unable to access a Welsh-medium centre.
- The authority will also work closely with neighbouring authorities such as Ceredigion and Gwynedd to provide immersion support for pupils.
- Where schools are moving along the language continuum, a bespoke immersion programme will be provided, which would be a combination of education at a Centre and virtual immersion education, building on the successful virtual provision which was rolled out during the pandemic.
- Trochi provision will be introduced in accordance with the following timeline:

Welsh-medium language Centres for effective immersion	Timeline
Ensure successful communication regarding the immersion provision and the benefits of bilingualism.	Annually – ongoing throughout the 10yr plan
Pilot a Welsh-medium language centre in a designated area, in line with the Transformation agenda or the level of need. Evaluate impact.	Before September 2022
Set up Welsh- medium language centre/centres annually according to the need. Target at least one a year within the first five years.	From September 2022 – July 2027
Consider utilising the virtual immersion provision according to need.	From September 2021 onwards

Capital Developments

Any applications for Welsh Government capital grant funding for schools will consider the target to increase the number of Year 1 children taught through the medium of Welsh.

The following 21st Century Schools Capital Projects are underway:

- Ysgol Gymraeg y Trallwng – opening September 2022
- Ysgol Bro Hyddgen Community Campus – opening September 2024

As stated in Outcome 1, the Council also plans capital investment to support Welsh-medium provision in the following areas, which would include facilities to provide early years education, childcare and wraparound provision:

- Llandrindod Wells/Builth Wells area
- Brecon catchment area
- Llanfyllin catchment area

However, these are subject to consultation and Cabinet approval, along with Welsh Government funding approval.

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

The Welsh Government has recently consulted on proposed new linguistic categories for schools and the final categories are expected to be published soon. The authority will identify how the new categories apply to schools in Powys and will work with the schools to ensure that they meet the expected outcomes for their categories. The authority will also support schools to move along the language continuum via the expected new ‘transitional sub-categories’, which are meant ‘to enable schools to be flexible as they develop the way of increasing provision in the method that is most suitable to them.’

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

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to meet the targets outlined below.

Key Data

The following tables set out the targets in respect of the number / % of 5 year olds receiving their education through the medium of Welsh which the local authority will aim to achieve within the 10 years of this plan. The target number of pupils are based on the total number of Reception aged pupils in Powys based on PLASC 2021 data.

Numbers and % of 5-year olds receiving their education through the medium of Welsh⁸

2022-2023		2023-2024		2024-2025		2025-2026		2026-2027	
272	22%	297	24%	321	26%	346	28%	371	30%
2027-2028		2028-2029		2029-2030		2030-2031		2031-2032	
396	32%	420	34%	445	36%	470	38%	494	40%

⁸ The numbers provided are the numbers that would be needed to achieve the indicated percentages based on the total number of Reception aged pupils in Powys based on PLASC 2021 data.

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?

- Welsh-medium secondary provision is currently provided in a number of dual stream schools located across Powys. Pupils from some areas, in particular the Ystradgynlais area and other parts of south Powys, transfer to out of county to access Welsh-medium provision at Ysgol Gyfun Ystalyfera.
- Rates of transition from Welsh-medium provision in year 6 to Welsh-medium provision in year 7 vary greatly across the county. The number of pupils that accessed Welsh-medium provision in year 6 that continued to access Welsh-medium provision in year 7 in 2020-2021 was as follows:

School	Number of pupils accessing Welsh-medium education in year 6 (PLASC 2020)	Transferring to Welsh-medium	Transferring to English-medium	% of pupils that continued to access Welsh-medium provision in year 7 (PLASC 2021)
Dyffryn Banw	5	3	2	60%
Carno	5	4	1	80%
Llanbrynmair	8	6	2	75%
Llanfair Caereinion	12	9	3	75%
Pontrobert	4	4	0	100%
Dyffryn Trannon	15	13	2	87%
Llanfyllin	11	11	0	100%
Glantwymyn	11	11	0	100%
Pennant	5	5	0	100%
Builth Wells	15	13	2	87%
Sennybridge	1	0	1	0%
Ysgol y Bannau	13	9	4	69%
Rhiw-Bechan	10	10	0	100%
Llanrhaeadr-ym-Mochnant	9	9	0	100%
Dafydd Llwyd	23	20	3	87%

Dyffryn Y Glowyr	33	29	4	88% (All Welsh-medium pupils transferred out of Powys)
Ysgol Gymraeg Y Trallwng	9	2	7	22%
Trefonnen	7	1	6	14%
Rhaeadr	7	7	0	100%
Llanerfyl	3	2	1	66%
Ysgol Bro Hyddgen	19	19	0	100%
TOTAL	225	187	37	83%

- Collaboration between schools in their clusters has improved significantly over the last few years and this was further strengthened since the pandemic began in early 2020. However, transition planning between primary and secondary Welsh-medium provision is an area identified for improvement with a clear plan to improve transition from Year 5 to Year 8.
- As stated in Outcome 1, the authority has developed a new webpage and brand to promote Welsh-medium education and the benefits of bilingualism – this has been promoted widely, and, as a result, many parents are beginning to understand the advantages of Welsh-medium education: <https://en.powys.gov.uk/article/10742/Destination-bilingual-the-benefits-of-choosing-a-Welsh-medium-education>
- The authority has also facilitated effective training for primary and key stage 3 leads on the importance of ‘Cynefin’ in the new curriculum. The training - ‘Dim Dreigiau, Dim Defaid’, was provided by Mererid Hopwood, Tudur Dylan and Ceri Wyn Jones. Resources have been shared with schools. It is too early to evaluate the impact on effective pedagogy and progression in key skills from key stage 2 to 3

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

By 2027, 92% of pupils that access Welsh-medium provision in year 6 in Powys will continue to access Welsh-medium provision in year 7.

A number of actions in Outcomes 1 and 2 will contribute to Outcome 3. In addition the authority will improve transition through the following actions:

Provision

- Facilitate strong transition arrangements between the Cylchoedd Meithrin/early years settings and the school, starting as early as the beginning of the nursery school year. For example, ensure that schools invite parents and carers to a presentation at the primary school, for them to have a tour of the school and to share information about language acquisition and how they develop learners' Welsh language skills.
- Ensure that every primary Welsh-medium year 5/6 class are part of a cohesive transition arrangement with a specified bilingual / Welsh-medium secondary provider by:
 - Schools developing joint-promotional material for parents, outlining the linguistic progression available locally
 - Primary and secondary schools developing effective transition plans that support linguistic progression
 - Schools developing joint Siarter Iaith initiatives and KS2/KS3 collaborative projects to strengthen links between both sectors in line with the new Curriculum for Wales
- The authority will pilot two Year 5 - Year 8 transition projects that secure a strong continuum in the Welsh language delivery across the curriculum thus enabling the pupils to become ambitious and confident bilingual learners.
- An annual audit of the number of pupils who attend Welsh medium provision at each stage and their linguistic progression in the next stage will be undertaken which will identify the triggers that impact on linguistic progression. The authority will work collaboratively with schools and clusters to address these issues.
- Regular network meetings will continue to be arranged with all primary and secondary Siarter Iaith leads so that they can share best practice and actively promote the benefits of Welsh-medium education

Staff development

- All authority staff who are likely to have contact with parents e.g. admissions will be given additional awareness training about the benefits of Welsh-medium education and bilingualism, so that positive information can be given to parents about Welsh-medium education and linguistic progression.
- Update the authority's Latecomers' Policy to reflect the fact that pupils will be supported in a central Trochi centre rather than funding given to schools directly to employ support assistants. Virtual Trochi provision will be available for some pupils who aren't able to access the Centre in Newtown due to distance.

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

- The Welsh Government has recently consulted on proposed new linguistic categories for schools and the final categories are expected to be published soon. The authority will identify how the new categories apply to schools in Powys, and will work with the schools to ensure that they meet the expected outcomes for their categories. The authority will also support schools to move along the language continuum via the new 'transitional sub-categories', which are meant '*to enable schools to be flexible as they develop the way of increasing provision in the method that is most suitable to them.*'

Collaboration with other Local Authorities

- Free home-to-school transport is provided to enable Welsh-medium learners in the Ystradgynlais area to access dedicated Welsh-medium provision at Ysgol Gyfun Ystalyfera, located in Neath Port Talbot. However, there is no formal arrangement with Neath Port Talbot County Borough authority (NPTCBC) to support this arrangement. The authority will discuss arrangements to formalise the arrangement with NPTCBC.

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

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to meet the targets outlined below.

Key Data

The following tables set out the targets in respect of the number / % of pupils accessing Welsh-medium provision in year 6 that will continue to access Welsh-medium provision when transferring to year 7. The target number of pupils is based on the total number of Welsh-medium Year 6 pupils based on PLASC 2021 data.

Numbers and % of learners continuing to improve their Welsh language skills when transferring from Year 6 to Year 7 in their statutory education

2022-2023		2023-2024		2024-2025		2025-2026		2026-2027	
181	84%	185	86%	189	88%	194	90%	198	92%
2027-2028		2028-2029		2029-2030		2030-2031		2031-2032	
202	94%	206	96%	211	98%	215	100%	219	102%

Outcome 4:

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

Where are we now?

Current Welsh-medium secondary provision

Welsh-medium secondary provision is currently provided in a number of dual stream schools located across Powys. Pupils from some areas, in particular the Ystradgynlais area and other parts of south Powys, access Welsh-medium provision out of county at Ysgol Gyfun Ystalyfera.

Welsh-medium pupil numbers⁹ and the number of Welsh-medium subjects taught at Powys' dual stream secondary providers are as follows:

School	Number of Welsh-medium pupils	Number of English-medium pupils
Brecon High School	30 (5%)	549 (95%)
Caereinion High School	253 (55%)	211 (45%)
Llanidloes High School	106 (16%)	544 (84%)
Ysgol Bro Hyddgen	186 (63%)	110 (37%)
Ysgol Calon Cymru	142 (14%)	854 (86%)
Ysgol Llanfyllin	158 (23%)	525 (77%)
TOTAL	875	

Welsh-medium subject provision

The following table provides an overview of the number of subjects (not including Welsh First Language) taught through the medium of Welsh in KS4 in each of Powys' dual stream secondary providers:

School	Number of Welsh-medium subjects taught in KS4	Number of English-medium subjects taught in KS4
Brecon High School	1	22
Caereinion High School	12	20
Llanidloes High School	8	29
Ysgol Bro Hyddgen	22	22
Ysgol Calon Cymru	7	27
Ysgol Llanfyllin	10	25

⁹ Information received from the schools

In 2020/21, of the 139 KS4 learners (out of a total of ????) that studied Welsh as a first language across the six dual-stream secondary and all through schools across the Local Authority, only 19.4% successfully completed 8+ other level 2 qualifications through the medium of Welsh.

- 41.0% (60.4% cumulative) completed 6 - 7 additional qualifications through the medium of Welsh .
- 6.5% (66.9% cumulative) completed 3 – 5 qualifications -and
- 31.7% (98.6% cumulative) completed 1 – 2 qualifications

Improving Welsh-medium secondary provision

As outlined in the previous WESP and the authority's Strategy for Transforming Education in Powys, there is inequality in terms of access to a full Welsh-medium education in the secondary sector in Powys:

'Welsh-medium provision is delivered via Welsh medium streams in 6 secondary schools. The size and proportion of the secondary streams varies considerably across the county, and the range of subjects available through the medium of Welsh also varies significantly. The curriculum offer is increasingly limited for Welsh-medium learners, and there is significant concern amongst the profession regarding the commitment of the authority to learners who study in Welsh. In contrast to most other areas of Wales, the majority of Powys learners are unable to access a designated Welsh-medium secondary school, apart from learners in the Ystradgynlais area who can access full Welsh-medium secondary provision at Ysgol Gymraeg Ystalyfera Bro Dur, located in Neath Port Talbot.'

'It is recognised that significant changes are needed to the Welsh-medium offer in Powys in order to reverse the trend of the last few years and ensure that all Powys learners can access comprehensive Welsh-medium provision throughout their educational careers.'

To address this issue, the authority has committed to supporting schools to move along the language continuum and to establish new Welsh-medium providers. The following developments are underway:

- Cabinet has, following consultation with stakeholders, approved a recommendation to change Ysgol Bro Hyddgen, Machynlleth from dual-stream to Welsh-medium (Bilingual Category 2A) on a phased basis from September 2022.
- A new all-age school will be established in Llanfair Caereinion in September 2022. The authority's ambition is for this all-age school to become a Welsh-medium all-age school. It is the intention that the new school will move along the language continuum until it is able to provide the entire breadth of learner experience that is associated with a Welsh medium education. **Officers have been working closely with the temporary governing body and a new vision for the school has now been developed, which shows a clear commitment to Welsh-medium education. The Council would need to take forward a statutory process to change the language category of the school to implement this vision – further discussions to take place with the new permanent governing body once it is formed in the autumn term 2022.**

- Plans for a new all-age Welsh-medium school in Builth Wells continue to be developed, with the aim of the new school opening in 2024/25. **An informal engagement with stakeholders is being carried out at the moment to gather views about the plans. Once the engagement period is over, the outcome of the engagement exercise will be shared with Cabinet with recommendations about the way forward in the area.** The development of a new all-age Welsh-medium school would be subject to the school reorganisation process, including consultation, and the required approvals by Cabinet.

Post-16 provision

Strategic Aim 2 of the Strategy for Transforming Education is to improve learner entitlement and experience for post-16 learners, recognising that many learners were choosing to attend providers outside of the county, impacting on the funding available to deliver the curriculum in Powys' secondary schools, thereby limiting the offer available. Following a comprehensive review of the situation, the authority is now establishing a new strategic management structure to oversee the delivery of post-16 provision. In 2020 / 21 the breadth of level 3 subjects offered across Powys included twenty academic subjects and four vocational across four sixth form providers.

It has been recognised that there is significant need to enhance the availability of Welsh-medium subjects, and the authority has been piloting E-sgol over the last few years which provides access to post-16 subjects through virtual learning.

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

Provision

Within the first 5 years of this plan, the authority aims to have completed the statutory processes required to establish 3 Welsh-medium all-age schools at Ysgol Bro Hyddgen and the new all-age schools in Llanfair Caereinion and Builth Wells.

It is recognised that transitioning to become fully Welsh-medium schools will take time, especially in terms of secondary and post-16 provision, therefore the authority will:

- Work with Ysgol Bro Hyddgen, the new all-age school in Llanfair Caereinion and Ysgol Calon Cymru so that they are able to offer a full curricular and extra-curricular offer in Welsh.
- Continue to use E-sgol to deliver a wider range of GCSE and post-16 Welsh-medium subjects.
- Collaboration with neighbouring opportunities about expanding provision.

Promotion

- Ensure learners are fully aware of the benefits of bilingualism in the workplace by working closely with schools and other providers such as the FE Sector, Careers Wales, Coleg Cymraeg.

Staff Development

- Support the workforce to improve their language skills through the Sabbatical Programme.

Governor Development

- Increase awareness and accountability of governors, and share best practice, by establishing a Welsh-medium education governors group.

Pupils studying Welsh as a subject

- The local authority's professional learning team will support all schools to strengthen their quality of provision and the quality of learning and teaching in Welsh.

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

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to meet the targets outlined below.

Outcome 5:

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

Where are we now?

Opportunities for pupils to use the Welsh language in formal and non-formal settings are provided by schools themselves, as well as partners such as Menter Maldwyn and Menter Brycheiniog, the Urdd and the YFC. A number of extra-curricular activities are held in all types of schools – Welsh-medium, dual stream and English-medium – enabling all pupils to have the opportunity to use the Welsh language.

Siarter Iaith

The Siarter Iaith is a national framework to embed positive habits and attitudes towards the Welsh language through purposeful planning within schools and to promote informal use of it among learners inside and outside school, bringing together various partners to implement. Facilitating the use of Welsh, across the curriculum and in wider activities, with planned linguistic progression throughout all phases of education, will offer all children and young people the opportunity to become fully bilingual.

Siarter Iaith has been implemented in all Welsh-medium **primary** schools in Powys. All Welsh-medium primary schools have achieved at least the bronze award, with some achieving the silver and gold award as indicated below:

Number of Welsh-medium schools who have achieved the following Siarter Iaith awards:		
Bronze Award	Silver Award	Gold Award
21	8	1

Cymraeg Campus language charter has been implemented in all English-medium primary schools in Powys. Most English-medium schools have achieved the bronze award, with some achieving the silver award as indicated below:

Number of English-medium schools who have achieved the following Cymraeg Campus awards:		
Bronze Award	Silver Award	Gold Award
66	3	0

6 English-medium schools remain to achieve the bronze award. Verification dates were set for the spring/summer term 2020 but did not take place due to Covid 19 operational guidance/regulations. These will be re-arranged for Autumn term 2021/Spring term 2022.

In Welsh-medium schools, progress with the Siarter Iaith and its impact has been monitored by the Challenge Advisers during core visits and support visits and also by 'Pencampwyr Iaith' (Heads from schools identified as presenting good practice) during the verification of the awards. In the English-medium schools, progress and impact has been monitored by the Athrawon Bro team during support visits and during the verification of the awards.

School to school support has been facilitated to ensure good practice is shared within Powys and further afield. For example, Ysgol Cegidfa has effectively shared good practice with officers from other counties in Wales and showcased their work at ERW's regional conference in Swansea.

Effective opportunities for learners to use and practise Welsh in informal settings have been provided. Examples include:

- The ERW booklet, 'Give your Pupils the Bilingual Edge' has been shared with all schools in Powys. The resource contains a directory of numerous organisations, groups and individuals that can offer workshops bilingually or through the medium of Welsh. This resource was launched in ERW's conference 'Welsh in English Medium Schools' and the directory will be updated regularly.
- Successful workshops to raise language awareness and increase the opportunities for young people to use Welsh in informal settings were held across all clusters in January 2020:

'Tanio'r Ddraig' Workshops January 2020			
Date	Location	Number of Schools	Number of Children
20.01.20	Ysgol Dyffryn Banw, Llangadfan	11	44
21.01.20	Welshpool	10	40
22.01.20	Ysgol Dyffryn Trannon	12	48
23.01.20	The Showground, Llanelwedd	15	60
24.01.20	Subud Hall, Brecon	10	40

Pupil voice was at the core of these workshops with 4 members of the 'Cryw Cymraeg' from each English-medium school participating effectively in the workshops. Effective leadership was also promoted with the involvement of the 'Cymraeg Campus' Coordinator from each school. The workshops included the following sessions: Taith yr Iaith (Mewn Cymeriad), Mr Phormula, Bronwen Lewis, Animal Yoga and Welsh music. High quality resources were produced to support schools with developing their own initiatives back in school, for example 'Fy hoff gân' resource. As a result, most of these resources have been shared nationally. Impact on provision is difficult to measure due to Covid 19.

- Welsh music virtual gigs (Bronwen Lewis) for all primary and secondary schools in Powys were arranged for 'Dydd Miwsig Cymru' and 'Dydd Gwyl

Dewi' in Spring 2021. Many schools participated and leaders report that this provision has impacted positively on many pupils' attitude towards the Welsh language.

- The Senior Welsh in Education Officer has shared her expertise with the Welsh Government and regional consortia as part of the 'Keep Safe' programme to develop a range of resources to ensure that learners can continue to practise and develop their Welsh language skills through a blended learning approach.
- Interactive Siarter Iaith challenge mats were shared electronically with schools. As a result, all primary school leaders had effective resources to further promote the use of Welsh in their schools. It is too early to evaluate the impact.

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

The authority will ensure that all schools, regardless of their linguistic nature, will work within the Siarter Iaith National Framework to achieve the Welsh Government's aim of ensuring that learners:

- are confident in using their Welsh language skills
- foster positive attitudes towards the language
- increase the use of the language inside and outside the school

Specifically, the authority will carry out the following actions:

- Ensure that Siarter Iaith is implemented in all Secondary Schools in Powys. Improve leaders' understanding of the importance of the Language Charter and the requirements for developing the Welsh language in formal and informal situations by having guest speakers such as Mererid Hopwood to give a presentation on the importance and value of the Welsh language in Welsh 2050, Our National Mission and the Curriculum for Wales. Request a short recording in order to cascade the messages to all Secondary / Special School GBs.
- Non-contact time for secondary leaders to draw up a Language Charter strategic plan and to have one to one support sessions with officers e.g. Challenge Advisers and Senior Welsh Language Officer
- Ensure learners take ownership of the Welsh language and effective leadership is given to the school authority or learner group to actively promote the language among their classmates/peers.
- Compulsory virtual sessions for Secondary Language Charter coordinators to meet to discuss progress against the accreditation levels. Meeting to evaluate impact of the above actions and to share effective resources.
- Continue to work with Language Charter co-ordinators from other authorities within Wales to support the schools in implementing all elements of the language Charter and sharing resources and good practice. Senior Welsh in Education officer to participate in the National Cymraeg Campus Committee meetings.

- Create a sub-group of the LA's forum to lead on the delivery of our proposed commitment to increase opportunities for learners to use Welsh in different contexts in school.
- Promote and encourage schools to make use of ERW's 'Dimensiwn Cymreig' website which has been developed to promote the Welsh Dimension in Welsh Primary and Secondary classes. The website contains a wide range of information, resources and links relating to all things Welsh and reminds us of our rich legacy, about the history of our country and the influence it has had on other countries of the world.
- Promote the use of professional learning communities to share good practice in broadening and developing the work of the Charter.
- Continue to encourage links between schools and promote schools to share good practice and to provide case studies from the region to the Welsh government on an ongoing basis (to create a national Case study bank).
- Support schools and work with partners to develop opportunities for using Welsh outside the classroom. Encourage a range of Welsh medium extracurricular activities which provide opportunities for learners to socialise through the medium of Welsh e.g. work with Mentrau Iaith, the Urdd, S4C etc by looking at ways of promoting specific projects in schools that promote the use of Welsh e.g. Yard game workshops/story sessions/music and sports workshops. Find ways to share and identify and advertise events e.g. on digital billboards and at parents' meetings.
- Continue to hold workshops/activities that raise language awareness and increase the opportunities for young people to use Welsh within formal and informal settings.
- Raise awareness of opportunities to use the language in everyday contexts and on digital platforms e.g., school radio, film clubs, Breakfast Club, immersion courses and transitional methods year 6-7.
- Develop and promote the use of resources for learners to practise their language skills outside the classroom.
- Continue to work with the Welsh Government and regional consortia as part of the 'Keep Safe' programme to develop resources that will ensure that learners can continue to practise and develop their language skills at home.
- In line with the Professional Standards, ensure that school staff take every opportunity to develop their Welsh language skills and use the Welsh language with each other and with the children and young people. Promotion of online courses, sabbatical courses, Welsh language learning apps and courses within the authority.

Siarter Iaith Targets

Number of Welsh-medium primary schools who will achieve the following Siarter Iaith awards in the first 5 years of implementing the plan:			
	Bronze	Silver	Gold
2022-2023	21	13	8
2023-2024	21	16	9
2024-2025	21	18	11
2025-2026	21	19	12
2026-2027	21	21	14

Number of English-medium primary schools who will achieve the following Starter laith awards in the first 5 years of implementing the plan:

	Bronze	Silver	Gold
2022-2023	72	7	2
2023-2024	72	12	5
2024-2025	72	20	7
2025-2026	72	30	12
2026-2027	72	40	20

Number of Secondary / All Through schools who will achieve the following Starter laith awards in the first 5 years of implementing the plan:

	Bronze	Silver	Gold
2022-2023	11	3	0
2023-2024	11	5	0
2024-2025	11	7	0
2025-2026	11	9	5
2026-2027	11	11	6

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

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to contribute to achieving the Council's vision as outlined at the beginning of this document.

Outcome 6:

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

Where are we now?

Demand for Welsh-medium provision for additional learning needs in mainstream education in Powys is met through Welsh-medium schools or streams. Specialist Welsh-medium provision for pupils with ALN is available at the Specialist Centre at Ysgol Gymraeg Dyffryn y Glowyr, Ystradgynlais, and bilingual provision is available at Ysgol Bro Hyddgen, Machynlleth. There is currently no capacity to provide Welsh-medium or bilingual provision at any other Specialist Centres throughout Powys.

There are currently no opportunities to access Welsh-medium Special School provision (for pupils with the most complex needs) in Powys, however there are opportunities to access provision in neighbouring authorities where there is accessible provision available. Any request for a Powys statemented pupil to access Welsh-medium provision in a Special School located in another authority is considered by the authority's ALN Statutory Panel.

The authority has no formal collaboration arrangement with any other authority in respect of ALN support, however, there is an opportunity to work with Ceredigion local authority to access Welsh language support, particularly around specialist support such as education psychology and specialist teachers.

As part of the authority's Transforming Education Strategy, and following consultation with stakeholders, Welsh medium support for pupils with ALN was identified as one of the seven areas of transformation for the ALN service. Furthermore, Welsh language provision is being addressed within each of the other six areas of transformation identified e.g. Early Years, mainstream, specialist provision etc.

The authority has acknowledged that the size and capacity of the Welsh-medium ALN workforce in Powys is insufficient, and that improvements need to be made.

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

Planning and Review

- A Welsh language ALN working group will be established during 2021 to oversee the consideration and integration of Welsh language provision into all areas of work within the ALN department. This group will carry out an audit of current demand and provision by August 2022 and develop an ALN Welsh Language policy. They will also establish formal links with the Welsh Language transformation workstream; identify opportunities to enhance the Welsh language exposure for ALN pupils, e.g. through mainstream programmes such as the Siarter Iaith / Cymraeg Campus; coordinate and disseminate regional developments in this area; review opportunities for access to specialist Welsh language resources and expertise; and provide advice to project managers within the ALN team on Welsh language provision.

Early Years

- The newly appointed Early Years ALN Lead Officer (EYALNLO) will, in line with the requirements of ALNET, and with immediate effect, ensure that where it is identified that any Additional Learning Provision is required to be delivered through the medium of Welsh, every reasonable effort will be made to secure it.

Mainstream

- All Welsh language teachers and teaching assistants in mainstream schools will have the skills and expertise to meet the ALN needs of pupils who are able to be supported in mainstream education. Welsh resources will be sourced and provided to support the workforce.
- At Ysgol Bro Hyddgen, a collaboration agreement will be established with Ceredigion to provide Welsh language specialist support.

Specialist Provision

- By 2022, special school provision (for ALN pupils with the most complex needs) will be established in North Powys, with capability to deliver Welsh language support as and when any demand is identified.
- In September 2023, new buildings for two existing special schools in Powys are planned to open. As part of the planning of these schools, consideration will be given to capacity for Welsh language provision.
- A new model for specialist centre service delivery will be developed during 2021 and 2022. Demand and supply of Welsh language support will be considered as part of the development of this new model.
- By 2022, a Welsh medium cluster nurture programme will be developed at Ysgol Dyffryn y Glowyr to support pupils with behavioural, emotional, and social difficulties.

- The process of appointing of a Welsh speaking KS2 teacher at the Pupil Referral Unit (PRU) in Brecon is underway. A similar appointment will be considered in the PRU in Newtown.

Post 16

- Work on transformation of ALN Post-16 provision is in early stages. However, during 2021, a working group will be established to formulate Powys County authority's plans for this area of focus. The terms of reference for this group will include consideration of Welsh language ALP provision for those up to age 25 (as required by the ALN Act).

Workforce Development

- All ALN training delivered by the authority will be offered through the medium of Welsh by 2025.
- Access to Welsh speaking specialist professionals, either through direct recruitment or through collaboration with neighbouring authorities will be secured, as per identified demand.
- The ability of central and school staff to support pupils with ALN through the medium of Welsh will be improved.
- Increasing Welsh use with parents

Additional Learning Needs Educational Tribunal Act (Wales)

In line with the requirements of the Act, the Local authority will, from September 2021:

- consider whether Additional Learning Provision (ALP) should be provided to any child or young person with ALN, in Welsh and, where they decide that it should be provided in Welsh, specify this in the Individual Development Plan (IDP).
- take all reasonable steps to secure Welsh ALP where it is specified in an IDP.
- review the sufficiency of arrangements for the provision of ALP in Welsh, and should it be considered that the availability of ALP in Welsh is not sufficient, take all reasonable steps to remedy the matter.
- be proactive about identifying opportunities to share Welsh language resources with other local authorities (as detailed above).

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

We will review our achievements at the 5 year stage and plan activity for the next 5 years in order to contribute to achieving the Council's vision as outlined at the beginning of this document.

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?

We have supported and promoted Welsh Government's Welsh-language Sabbatical Scheme courses. The following number of staff attended Sabbatical courses between 2015 and 2020:

Sabbatical Courses 2015-2020	
Sylfaen (11 weeks)	Cymraeg mewn Blwyddyn
36 teachers	3 teachers

The following provision is planned for September 2021:

Sabbatical Courses 2021-2022	
Part 1 Cymraeg Mewn Blwyddyn	Part 2 Cymraeg mewn Blwyddyn
12 teachers	6 teachers

- Revision courses have been held for teachers who have completed the Sabbatical Sylfaen courses.
- Targeted sessions for teachers with no Welsh language skills have been provided by the Athrawon Bro. Supply cover paid to release staff. As a result, most of the teachers are able to use incidental Welsh effectively.
- Welsh online courses have been promoted and links shared with all schools
- Welsh acquisition results of Calon Cymru, Caereinion and Gwernyfed secondary school staff have been analyzed and training needs of the workforce identified in order to move them along the language continuum. An 11 week (4hr weekly sessions) Mynediad Course (W2) was organized for Ysgol Calon Cymru and Ysgol Caereinion during Spring 2021. Eleven staff members from Calon Cymru secondary school and 5 staff members from Caereinion secondary school attended. As a result, the school workforce has significantly increased their Welsh language skills. The Calon Cymru group will continue for a further 11 weeks (2hr weekly sessions) in summer term 2021. The Llanfair Caereinion group will continue for a further 8 weeks (1hr weekly session). A 10 week (2hr weekly sessions) Intermediary Course targeting Calon Cymru staff on W3 will be commencing on May 10th. Six members of staff will be attending.

However, the authority is concerned that the impact of this additional training has not resulted in significantly increasing the number of teaching staff and support staff with the Welsh language skills that will be required in order to meet the

aspirations to increase the number of Welsh-speakers, and therefore a more targeted approach is required within the first few years of this plan.

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

- The authority will work with our partners and Welsh Government on ensuring that we have a suitably skilled school workforce. 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.
- The authority will also analyse results from the School Workforce Annual Census (SWAC) – Welsh language skills framework and evaluate the Welsh acquisition results of schools. The authority will also identify the training needs and broker relevant training programmes, for examples via Aberystwyth University, for the workforce to move along the language continuum.
- Support and promotion of a systematic take-up of the Welsh Government’s Welsh- language Sabbatical Scheme courses (all levels) will be delivered.
- Targeted ‘Cymraeg i Oedolion’ training programmes will be provided, facilitated by University of Wales, Aberystwyth to improve the Welsh language acquisition of teachers in Powys, prioritising schools that are a part of the transformation strategy / vision in Powys.
- The authority will also promote the use of the Camau Nesaf resource pack designed for teachers who have been on Sabbatical Scheme courses. The pack will include information for practitioners on how to use and build on their Welsh language and teaching skills in their schools and the support available to them.
- Aftercare and support will be provided, as well as further revision courses, for staff following the completion of Sabbatical courses.
- Teachers with little or no Welsh language skills will be supported to have non-contact time to complete the online training courses provided by ‘Learn Welsh Cymru’.
- Good practice will be disseminated through case studies and headteacher meetings etc.

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

It is expected that there will be an increased workforce in Powys schools to be able to teach through the medium of Welsh. It is also expected that there would be a pool of supply staff who are able to teach through the medium of Welsh. The authority will also focus on enhancing the Welsh language skills of its own central workforce as well.

We will review our achievements at the 5 year stage and plan activity for the next 5 years

How we will work with others to achieve our vision

The authority's Welsh-medium Education Forum meets at least once a term, and brings together a range of stakeholders working to develop Welsh-medium Education, including local authority officers, school representatives and representatives of other Welsh language organisations.

The Forum will continue to oversee implementation of the authority's Welsh in Education Strategic Plan for 2022-32.

During the period of the WESP, the authority will further develop the role of the Welsh-medium Education Forum, by introducing / re-establishing sub-groups to take forward specific aspects of the Welsh in Education Strategic Plan. These will include the following:

- Promotion of Welsh-medium education
- Extra-curricular use of Welsh
- Additional Learning Needs
- Professional Development