

# WELSH IN EDUCATION STRATEGIC PLAN

Name of Local Authority

POWYS COUNTY COUNCIL

Period of this Plan

1 September 2022 – 31 August 2032

## **FINAL VERSION – JUNE 2022**

This Welsh in Education Strategic Plan is made under Section 84 of *The School Standards and Organisation (Wales) Act 2013* and the content complies with the *Welsh in Education Strategic Plans (Wales) Regulations 2019<sup>1-2</sup>*. We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Signed: Lynette Lovell

Date: 30/06/2022

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

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

<sup>2</sup> [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 information<sup>3</sup>, 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

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<sup>3</sup> 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. In the context of the Welsh Government's 'Guidance on school categories according to Welsh-medium provision' that was published in December 2021, this is defined as provision which meets the definition for a Category 3 Welsh-medium secondary school.
- 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

***Note: Any changes to schools that require a statutory school reorganisation process are included in this WESP without prejudice to any decisions that the Cabinet may make in relation to that process.***

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, Cylchoedd 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 2 pre-school providers who deliver through the medium of Welsh and are not members of Mudiad Meithrin – 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%                                       |

- 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**

- The most recent Flying Start childcare tender was completed in January 2022. Whilst the authority had hoped to award a Welsh-medium provider in each of the Flying Start areas, this was not possible in all areas:
  - In Welshpool, a tender was received from 1 Welsh-medium provider, however they did not pass the requirements of the tender process therefore could not be offered the contract
  - In Brecon, no Welsh-medium providers applied, therefore the tender could not be awarded to a Welsh-medium provider
- Flying Start provision is currently provided at the following locations in Powys<sup>4</sup>:

| <b>Locality</b>   | <b>Provider</b>            | <b>No of places</b> | <b>No of children attending</b> | <b>Medium</b> |
|-------------------|----------------------------|---------------------|---------------------------------|---------------|
| Brecon            | Enfys Fach                 | N/A <sup>5</sup>    | 4                               | English       |
| Llandrindod Wells | Cylch Meithrin Llandrindod | 12                  | 5                               | Welsh         |
|                   | Jigsaws                    | 12                  | 11                              | English       |
|                   | Trefonnen Early Years      | 12                  | 6                               | English       |
| Newtown           | Cylch Meithrin Drenewydd   | 16                  | 17                              | Welsh         |
|                   | Maldwyn Day Nursery        | 16                  | 16                              | English       |
|                   | Hope Day Nursery           | 12                  | 12                              | English       |

<sup>4</sup> June 2022

<sup>5</sup> The setting is currently being constructed. Once the setting has been constructed, there will be 16 places. 4 places are currently being funded at Priory pre-school as part of a one off arrangement for this half term.

|               |                                   |                 |    |                    |
|---------------|-----------------------------------|-----------------|----|--------------------|
|               | Trehafren                         | 16              | 14 | English            |
|               | Treowen                           | 12              | 11 | English            |
| Welshpool     | Tiny Tots                         | 12              | 14 | English            |
|               | Open Door                         | 12              | 9  | English            |
| Ystradgynlais | Meithrinfa<br>Dechrau<br>Disglair | 8 <sup>6</sup>  | 4  | Welsh-<br>medium   |
|               | Ser Bach y<br>Cwm                 | 16 <sup>7</sup> | 11 | English-<br>medium |

- All funded spaces are flexible and reactive to parent choice. If more children wanted to access Welsh-medium provision, the funded spaces would be increased.
- The following table provides information about the number of children accessing Welsh-medium Flying Start provision over the last few years:

| Academic Year    | Number of children accessing FS childcare through the medium of English | Number of children accessing FS childcare through the medium of Welsh | Percentage of children accessing FS childcare through the medium of Welsh |
|------------------|---|---|---|
| <b>2018-2019</b> | 119   | 45  | 37.82%  |
| <b>2019-2020</b> | 127   | 41  | 32.28%  |
| <b>2020-2021</b> | 109   | 35  | 32.11%  |
| <b>2021-2022</b> | 112   | 30  | 26.79%  |

### **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 Trannon, Trefeglwys and Sennybridge Early Years.

<sup>6</sup> Expected to increase to 24 from September 2022.

<sup>7</sup> Expected to increase to 20 from September 2022.

| <b>Locality</b>     | <b>Welsh-medium providers</b>        | <b>Number of places</b>   | <b>Number of children attending</b>    |
|---------------------|--------------------------------------|---|--|
| Brecon              | Cylch Meithrin Aberhonddu            | Sep 20: 30<br>Jan 21: 30<br>Apr 21: 30                            | Sep 20: 10<br>Jan 21: 24<br>Apr 21: 29 |
|                     | Meithrinfa Pontsenni                 | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16                            | Sep 20: 5<br>Jan 21: 8<br>Apr 21: 11   |
| Builth Wells        | Cylch yn yr Ysgol Llanfair-ym-Muallt | Sep 20: 32<br>Jan 21: 32<br>Apr 21: 40                            | Sep 20: 31<br>Jan 21: 39<br>Apr 21: 48 |
| Crickhowell         | No provision                         | N/A   | N/A                                    |
| Gwernyfed           | No provision                         | N/A   | N/A                                    |
| Llandrindod Wells   | Cylch Meithrin Llandrindod           | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16                            | Sep 20: 13<br>Jan 21: 14<br>Apr 21: 15 |
|                     | Cylch Meithrin Dolau                 | Not funded for early years education but registered for 10 places | Sep 20: 7<br>Jan 21: 7<br>Apr 21: 10   |
|                     | Cylch Meithrin Rhaeadr               | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16                            | Sep 20: 14<br>Jan 21: 15<br>Apr 21: 19 |
| Llanfair Caereinion | Cylch Meithrin Dyffryn Banw          | Sep 20: 8<br>Jan 21: 8<br>Apr 21: 8                               | Sep 20: 3<br>Jan 21: 6<br>Apr 21: 6    |
|                     | Cylch Meithrin Pontrobert            | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16                            | Sep 20: 12<br>Jan 21: 13<br>Apr 21: 15 |
|                     | Cylch Meithrin Llanfair Caereinion   | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16                            | Sep 20: 15<br>Jan 21: 17<br>Apr 21: 18 |
| Llanfyllin          | Cylch Meithrin Llanfyllin            | Sep 20: 16<br>Jan 21: 16  | Sep 20: 7<br>Jan 21: 10                |



|             |  |   |  |  |
|-------------|--|---|--|--|
|             |  | Cylch Meithrin<br>Penybontfawr                | Apr 21: 16<br>Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16                                   | Apr 21: 10<br>Sep 20: 5<br>Jan 21: 8<br>Apr 21: 11 |
|             |  | Cylch Meithrin<br>Llanrhaeadr-ym-<br>Mochnant | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16   | Sep 20: 9<br>Jan 21: 11<br>Apr 21: 17              |
| Llanidloes  |  | Mes Bach, Dyffryn<br>Trannon                  | Not funded<br>for early<br>years<br>education<br>but<br>registered<br>for 19<br>places | Sep 20: 19<br>Jan 21: 20<br>Apr 21: 17             |
| Machynlleth |  | Cylch Meithrin<br>Machynlleth                 | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16   | Sep 20: 15<br>Jan 21: 19<br>Apr 21: 25             |
|             |  | Cylch Meithrin<br>Glantwymyn                  | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16   | Sep 20: 12<br>Jan 21: 20<br>Apr 21: 21             |
|             |  | Cylch Meithrin<br>Llanbrynmair                | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16   | Sep 20: 5<br>Jan 21: 5<br>Apr 21: 5                |
|             |  | Cylch Meithrin Carno                          | Not funded<br>for early<br>years<br>education<br>but<br>registered<br>for 12<br>places | Sep 2020: 12<br>Jan 21: 11<br>April 21: 13         |
| Newtown     |  | Cylch Meithrin Y<br>Drenwydd                  | Sep 20: 36<br>Jan 21: 40<br>Apr 21: 40   | Sep 20: 30<br>Jan 21: 40<br>Apr 21: 49             |
| Presteigne  |  | No provision                                  | N/A  | N/A  |
| Welshpool   |  | Cylch Meithrin Y<br>Trallwng                  | Sep 20: 16<br>Jan 21: 16<br>Apr 21: 16   | Sep 20: 8<br>Jan 21: 12<br>Apr 21: 14              |

|               |                  |  |  |
|---------------|------------------|--|--|
| Ystradgynlais | Dechrau Disglair | Sep 20: 60<br>Jan 21: 70<br>Apr 21: 80 | Sep 20: 54<br>Jan 21: 76<br>Apr 21: 88 |
|---------------|------------------|--|--|

### **Mudiad Meithrin Progression Data into Welsh-medium Education**

- Information about transition from Cylch Meithrin provision to Welsh-medium primary education is received annually from the Welsh Government, based on information provided by Mudiad Meithrin.
- The information for 2020 and 2021 is provided in the following tables:

| <b>2020</b>                      |  |  |   |
|----------------------------------|--|--|---|
| <b>Cylch</b>                     | <b>Number of children that transferred to school</b> | <b>Number of children that transferred to WM primary provision</b> | <b>% that transferred to WM provision</b> |
| Aberhonddu (Brecon)              | 39   | 19   | 48.7%                                     |
| Arch yr Enfys (Rhayader)         | 9  | 9  | 100.0%                                    |
| Cylch yn yr Ysgol (Builth Wells) | 20   | 10   | 50.0%                                     |
| Dechrau Disglair (Ystradgynlais) | 36   | 35   | 97.2%                                     |
| Dolau                            | 4  | 0  | 0%  |
| Llandrindod                      | 10   | 10   | 70.0%                                     |
| Carno                            | 4  | 4  | 100.0%                                    |
| Dyffryn Banw                     | 4  | 4  | 100.00%                                   |
| Glantwymyn                       | 10   | 10   | 100.0%                                    |
| Llanbryn-mair                    | 8  | 7  | 87.5%                                     |
| Llanfair Caereinion              | 13   | 8  | 61.5%                                     |
| Llanfyllin                       | 11   | 6  | 54.6%                                     |
| Llanrhaeadr ym Mochnant          | 11   | 6  | 54.6%                                     |
| Machynlleth                      | 11   | 9  | 81.8%                                     |
| Mes Bach                         | 11   | 11   | 100.0%                                    |
| Penybontfawr                     | 15   | 15   | 100.0%                                    |
| Pontrobert                       | 9  | 9  | 100.0%                                    |
| Y Drenewydd (Newtown)            | 36   | 34   | 94.4%                                     |
| Y Trallwng (Welshpool)           | 16   | 12   | 75.0%                                     |
| <b>Total</b>                     | <b>277</b>   | <b>218</b>   | <b>78.7%</b>                              |

**2021**

| <b>Cylch</b>                     | <b>Number of children that transferred to school</b> | <b>Number of children that transferred to WM primary provision</b> | <b>% that transferred to WM provision</b> |
|----------------------------------|--|--|---|
| Aberhonddu (Brecon)              | 27   | 14   | 51.9%                                     |
| Arch yr Enfys (Rhayader)         | 15   | 12   | 80.0%                                     |
| Cylch yn yr Ysgol (Builth Wells) | 29   | 9  | 31.0%                                     |
| Dechrau Disglair (Ystradgynlais) | 41   | 41   | 100.0%                                    |
| Dolau                            | 5  | 4  | 60.0%                                     |
| Llandrindod                      | 17   | 16   | 94.1%                                     |
| Carno                            | 6  | 4  | 66.7%                                     |
| Dyffryn Banw                     | 8  | 8  | 100.0%                                    |
| Glatwymyn                        | 13   | 13   | 100.0%                                    |
| Llanbryn-mair                    | 4  | 4  | 100.0%                                    |
| Llanfair Caereinion              | 14   | 11   | 78.6%                                     |
| Llanfyllin                       | 12   | 7  | 58.3%                                     |
| Llanrhaeadr ym Mochnant          | 6  | 4  | 66.7%                                     |
| Machynlleth (Ty Melfed)          | 12   | 12   | 100.0%                                    |
| Mes Bach Dyffryn Trannon         | 14   | 14   | 100.0%                                    |
| Penybontfawr                     | 6  | 6  | 100.0%                                    |
| Pontrobert                       | 14   | 14   | 100.0%                                    |
| Trannon                          | 11   | 11   | 100.0%                                    |
| Y Drenewydd (Newtown)            | 27   | 25   | 92.6%                                     |
| Y Trallwng (Welshpool)           | 10   | 10   | 100.0%                                    |
| <b>Total</b>                     | <b>291</b>   | <b>238</b>   | <b>81.8%</b>                              |

### **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:

| <b>Locality</b> | <b>Ti a Fi Groups</b> |
|-----------------|-----------------------|
|-----------------|-----------------------|

|                     |  |
|---------------------|--|
| Brecon              | Brecon<br>Crai   |
| Builth Wells        | Builth Wells   |
| Crickhowell         | No provision   |
| Gwernyfed           | Hay-on-Wye   |
| Llandrindod Wells   | Llanbister<br>Dolau<br>Llandrindod Wells<br>Rhaeadr                              |
| Llanfair Caereinion | Dyffryn Banw<br>Pontrobert   |
| Llanfyllin          | Llanfyllin<br>Penybontfawr<br>Llanrhaeadr-ym-Mochnant<br>Llansilin<br>(Oswestry) |
| Llanidloes          | Dyffryn Trannon  |
| Machynlleth         | Glantwymyn<br>Llanbrynmair<br>Carno  |
| Newtown             | Newtown<br>Abermule  |
| Presteigne          | No provision   |
| Welshpool           | Welshpool<br>Buttington  |
| Ystradgynlais       | Ystradgynlais<br>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 2022-23. 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.
- Work with umbrella organisations and signpost providers to UORGs for support in developing the Welsh language by 2023 and moving towards becoming a Welsh medium provider from 2024.

Access to Welsh-medium Flying Start provision will be expanded as part of the expansion of the Flying Start programme in Wales, which has a particular emphasis on strengthening Welsh-medium provision:

- The Council's plan for Phase 1 of the expansion has been submitted to Welsh Government. This outlines a plan to expand provision within the town of Ystradgynlais. The expansion will be within the LSOA of Cwmtwrch, which has a purpose built early years unit that has recently been built adjacent to Ysgol Gymraeg Dyffryn y Glowyr. Flying Start is predicting that an additional 14 Welsh-medium spaces will be funded here.
- The Phase 1 expansion plan outlines how Flying Start will work with providers and families to further promote the benefits of speaking more than one language from an early age:

- The Welsh medium childcare provision hosts an extremely popular Ti a Fi group in the school hall, which is facilitated by Flying Start childcare staff, enabling the building of relationships and strong links with families prior to their child/children reaching 2 year of age
  - Families can visit the Flying Start childcare provision to understand what is on offer to the child/children and families once they reach their funded age
  - Families are invited to 'Bore Coffi' and open events at the setting and school to promote food family links and allow opportunities to promote the importance and value of the Welsh language. Partners such as Mudiad are in attendance.
- Phase 2 and Phase 3 of the expansion will be planned for once guidance has been received. The authority is aware of the need to focus on the expansion of the Welsh-medium provision in any area identified for expansion.
  - If Welsh-medium provision is not available within any area, the Flying Start childcare team will continue to work with the education department and other organisations such as Mudiad Meithrin.
  - In addition, through the Flying Start Advisory team, we will work with all Flying Start Childcare providers to deliver bilingual learning during their sessions, often through activities like singing Welsh songs or learning Welsh words. The team are planning to develop or fund appropriate Welsh language training to further develop the skills of staff working in the English-medium settings. Emphasis on learning the language to support children through play, developing schemas and routines will be prioritised.

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 at least 5 new Cylch Ti a Fi and/or 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 by 2029.
- 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. There will be an increase in Welsh-medium Flying Start places in the Ystradgynlais area from September 2022 in line with the phase 1 plan. It is expected that there will be 14 additional spaces. The aim is to increase places in the Welshpool and Brecon areas by 2027.
- Work with Mudiad Meithrin to provide support to settings other than Cylch Meithrins that need to increase their Welsh-medium skills to move along the language continuum, with a target of increasing Welsh medium providers (non-Cylch) by an additional 3 settings by 2027.

**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, Powys Family Information Service and the authority's admissions team to ensure that information is shared with parents by Spring 2024.
- Targeted localised campaigns to support specific developments e.g. establishment of new provision, change in provision during 2022-24.
- 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 from September 2022 onwards.

**Workforce Development**

- Audit the language skills of all early years staff in Powys by December 2022 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' by 2032
- Continue to work with and fund 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 2026, 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.

### **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 target that 44% of 3-year olds receive their education through the medium of Welsh by 2032.

To achieve this, the authority would expect the following to be in place by the end of this 10 year plan:

- Welsh-medium early years provision will be available in at least one location in each of the 13 localities
- Improved access to Welsh-medium Flying Start provision
- Better awareness of Welsh-medium education and the benefits of bilingualism
- More staff able to work through the medium of Welsh in the early years sector.

It is acknowledged that continuing to work closely with Mudiad Meithrin and other partners will be essential in order to achieve this.

Continued progress in respect of this Outcome will be key to support the ongoing viability and development of Welsh-medium provision in other phases of education,



and therefore the authority's progress in respect of other Outcomes, in particular Outcome 2.

### 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

| <b>2022-2023</b> |     | <b>2023-2024</b> |     | <b>2024-2025</b> |     | <b>2025-2026</b> |     | <b>2026-2027</b> |     |
|------------------|-----|------------------|-----|------------------|-----|------------------|-----|------------------|-----|
| 416              | 26% | 448              | 28% | 480              | 30% | 512              | 32% | 544              | 34% |
| <b>2027-2028</b> |     | <b>2028-2029</b> |     | <b>2029-2030</b> |     | <b>2030-2031</b> |     | <b>2031-2032</b> |     |
| 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) <sup>8</sup><br>PLASC 2021 | Total English-medium pupils (R-Yr6)<br>PLASC 2021 |
|--------------------------------|--|---|
| <b>Welsh-medium schools</b>    |  |   |
| Ysgol Carno                    | 45   | N/A   |
| Ysgol Cwm Banwy <sup>9</sup>   | 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   |
| <b>Dual stream schools</b>     |  |   |
| 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  |
| <b>TOTAL</b>                   | <b>1,865</b>   |   |

<sup>8</sup> PLASC 2021 – Study Welsh as a First Language.

<sup>9</sup> 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.

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 pupils<sup>10</sup>.

|   | 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 and effective after care trochi support, 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 Swyddogion y Gymraeg 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.
- The authority established a new Welsh language Trochi (immersion) centre to support pupils who move into Powys with little or no Welsh language skills as a pilot in the autumn term 2021 and also until the February half term 2022 so that the pupils had the 12-week immersion provision. The Trochi

<sup>10</sup> PLASC 2021 – Study Welsh as a First Language.

Pilot Centre was set up for key stage 2 pupils that are latecomers to Welsh language education at Ysgol Dafydd Llwyd. The provision has been evaluated with effective after care provided for the pupils by the Swyddogion y Gymraeg and the Trochi Learning Support Assistant. The plan is to establish further immersion centres in other areas of the county, according to need, for example Ysgol Llanfyllin.

- The impact of the virtual Trochi provision that has been piloted during the spring and summer term of 2021 has been evaluated. Due to the geographical challenges, the authority continues to provide virtual trochi support for latecomers to prepare them for immersion provision and also as aftercare support for the pupils that were at the centre.

### **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.

### **Staff Development**

- Training has been provided by the Authority 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 Sustainable Communities for Learning Programme.
- A new building for Ysgol Gymraeg Y Trallwng is nearing completion, and is expected to open by the end of 2022.

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

The Welsh Government has recently published new guidance on school categories according to Welsh-medium provision. The authority is working with schools to identify which new category it is anticipated schools will transfer to, so that these can start to be used from September 2022.

It is expected that primary providers will transfer to the new categories as outlined below:

- i) Primary schools currently categorised as Welsh-medium will transfer to the new **Category 3 – Welsh-medium school**. This will apply to the following schools:

**Ysgol Carno  
Ysgol Cwm Banwy  
Ysgol Llanbrynmair  
Ysgol Pontrobert  
Ysgol Glantwymyn  
Ysgol Pennant  
Ysgol y Bannau  
Ysgol Dafydd Llwyd  
Ysgol Gymraeg Dyffryn y Glowyr  
Ysgol Gymraeg Y Trallwng**

- ii) Primary schools currently categorised as dual stream primary schools / providers will be in two categories, either

**Category 1 – English-medium school and Category T3 – Transitional**

or

**Category 1 – English-medium school and Category 3 – Welsh-medium school.**

This will depend on the school's current provision, and whether or not the Welsh-medium provision meets the definition for a Category 3 Welsh-medium school. This will apply to the following schools:

**Builth C.P. School  
Rhayader C. in W. School  
Sennybridge C.P. School  
Ysgol Bro Caereinion (Primary phase)  
Ysgol Llanfyllin (Primary phase)  
Ysgol Llanrhaeadr-ym-Mochnant  
Ysgol Rhiw Bechan  
Ysgol Trefonnen**

The authority is currently working with these schools to agree which of these categorisations is most appropriate for each school.

The intention is that all of these schools will meet the requirements to be categorised as Category 1 – English-medium school and Category 3 – Welsh-medium school within a period of 10 years.

- iii) **Ysgol Bro Hyddgen (Primary phase) and Ysgol Dyffryn Trannon** will transfer to the **T3 Transitional** category, following Cabinet approval in 2021 to change the language categories of these schools from dual stream to Welsh-medium on a phased basis starting in September 2022.

Once this transition is complete, the schools will transfer to the new Category 3 – Welsh-medium school.

- iv) **Ysgol y Cribarth** will transfer to the **T2 Transitional** category following the introduction of Welsh-medium provision on a pilot basis in September 2021.
- v) Primary schools currently categorised as English-medium will transfer to the new **Category 1 – English-medium school**. This will apply to all other primary schools not named above.

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

**Currently<sup>11</sup> 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 localities within the ten year period of this Plan.

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<sup>11</sup> PLASC 2021 – Study Welsh as a First Language.

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 achieved in a variety of ways, dependent on the particular circumstances within each area, and will be aligned with the Welsh Government's new language categories for schools which have recently been published, as outlined below.

- The authority will work with schools transferring to the transitional categories to develop a plan to enable these schools to transfer into one of the main categories within a maximum of 10 years.
- The authority will develop a programme of moving schools along the language continuum to improve access to Welsh-medium provision. This will include the following:
- Identifying English-medium schools to move into the T2 Transitional category to enable them to increase their Welsh-medium provision so that they meet the definition of a Category 2 Dual Language School, a Category 3 Welsh-medium School or a school that is within two categories – Category 1 and Category 3. This could be achieved in a similar way to the pilot started at Ysgol y Cribarth in September 2021, where a new Welsh-medium Reception class was introduced.
- Identifying schools which currently offer Welsh-medium and English-medium provision to move into the T3 Transitional category with the aim of becoming Category 2 – Dual Language schools or Category 3 – Welsh-medium schools.
- Where required, the authority will establish new designated Welsh-medium primary provision which meets the definition of a 'Category 3 – Welsh-medium' school. To ensure that any new provision is well placed to stimulate demand, it is expected that this type of provision would be located in Powys' main centres of population.

Changes to the language categories of schools require the publication of proposals as per the School Organisation Code. It is therefore not appropriate at this stage to identify what these proposals will be. However, further detail about the actions to be undertaken will be outlined in the Council's action plan for the first five years. This will include consideration of any statutory processes required to support these developments.

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

### **Staff Development**



- The authority will 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.
- Trochi immersion centres will be set up in schools that identify a need for trochi provision, for example in a dual stream all age school that is promoting the benefits of bilingual education and parents make requests to change to the Welsh stream. As a result there will be an increase in the number of pupils educated in the Welsh stream. This will lead to an increase in the number of pupils accessing bilingual education in the secondary phase. Latecomers to bilingual education in the primary phase across two clusters – Llanfyllin and Caereinion, will be given the opportunity to access this trochi provision.
- 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:

| <b>Welsh-medium language Centres for effective immersion</b>   | <b>Timeline</b>                             |
|--|---|
| 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                 |
| Pilot a Year 6, 12 week trochi provision, during the summer term, for pupils from English medium primary schools who want to access bilingual education at secondary level. A Trochi class will be set up in Year 7 with all | Summer 2023 onwards                         |

|  |  |
|--|--|
| pupils receiving effective aftercare immersion support so that they can access the Welsh medium offer for their qualifications. This will increase the number of pupils accessing bilingual education in Year 7. |  |
|--|--|

**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 capital projects are underway as part of the Sustainable Communities for Learning Programme:

- 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.

**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 target that 40% of 5-year olds receive their education through the medium of Welsh by 2032.

To achieve this, the authority would expect changes in the Welsh language categorisation of schools. In particular:

- All primary providers that initially transfer to a transitional category will have completed the transition to a substantive category
- Additional primary providers will have moved to the transitional categories and plans will be in place to support their transition to one of the other substantive categories, including carrying out any statutory processes required

In addition,

- Pupils across Powys will be able to access Trochi provision as required to facilitate a move into Welsh-medium education
- Where the Council identifies a need for capital investment to develop new Welsh-medium provision, this will be prioritised within the Council's future capital programme and the Sustainable Communities for Learning Programme.

Continued progress in respect of this Outcome will be key to support the ongoing viability and development of Welsh-medium secondary provision in Powys, and therefore the authority's progress in respect of other Outcomes, in particular Outcomes 3 and 4.

### 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 Welsh<sup>12</sup>

| 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% |

<sup>12</sup> 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 accessing 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%  |
| Llanbryn-mair           | 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%  |

|                          |            |            |           |            |
|--------------------------|------------|------------|-----------|------------|
| 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%       |
| <b>TOTAL</b>             | <b>225</b> | <b>187</b> | <b>37</b> | <b>83%</b> |

- 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 needed to improve transition from Year 5 through to Year 8.
- It is acknowledged that the lack of dedicated Welsh-medium secondary provision in Powys impacts on the transfer rates from Welsh-medium primary provision to Welsh-medium secondary provision, and is contributing to the losses seen in Welsh-medium pupils on transfer to the secondary sector.
- 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

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

The Welsh Government has recently published new guidance on school categories according to Welsh-medium provision.

The authority is working with schools to identify which new category it is anticipated schools will transfer to, so that these can start to be used from September 2022.

It is expected that secondary providers will transfer to the new categories as outlined below:

- The majority of dual stream secondary providers will transfer to the new transitional categories, and the authority will work with them to develop a

plan to meet the definition of a Category 2 – Dual language school within a maximum of 10 years. This will apply to the following schools:

**Brecon High School  
Llanidloes High School  
Ysgol Calon Cymru  
Ysgol Llanfyllin (Secondary phase)**

- **Ysgol Bro Caereinion** will open as a new all-age school from September 2022. When the school opens, the provision in the secondary phase will be categorised as Category 2 – Dual language.
- **Ysgol Bro Hyddgen (Secondary phase)** will transfer to the T3 Transitional category, following Cabinet approval in 2021 to change the language categories of these schools from dual stream to Welsh-medium on a phased basis starting in September 2022.
- Secondary schools currently categorised as English-medium will transfer to the new Category 1 – English-medium school. This will apply to the following schools:

**Crickhowell High School  
Gwernyfed High School  
Newtown High School  
Welshpool High School  
Ysgol Maesydderwen**

**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 the actions outlined for Outcomes 1 and 2 will contribute to Outcome 3.

### **Provision**

It is acknowledged that the Welsh-medium secondary provision currently available in Powys does not provide appropriate access to learners, and limits the progress that can be made on Outcomes 1 and 2.

Based on the information about the language categories secondary providers are expected to transfer into as outlined above, it is acknowledged that the current arrangements do not provide appropriate access to Welsh-medium secondary provision to Powys learners, and limits the progress that can be made on Outcomes 1 and 2.

The authority has recently completed the statutory process to change the language category of Ysgol Bro Hyddgen, which will ensure that in the future, secondary provision which meets the definition of 'Category 3 – Welsh-medium' will be provided at this school. However this will not be accessible to all Powys learners, therefore there will be a need to provide access to Category 3 – Welsh-medium provision at 2 other locations in Powys.

In the first 5 years of this plan, the authority will carry out the following to improve access to Welsh-medium secondary provision for Powys learners:

- Work with secondary schools / providers that transfer to the transitional (T2) category to develop plans to enable these schools to transfer into the dual language category within a maximum of 10 years.
- Work with Ysgol Bro Hyddgen to develop a plan to support the school to transfer to Category 3 – Welsh-medium.
- Complete the statutory processes required to provide access to secondary provision which meets the definition of the 'Welsh-medium' category in 2 further locations in Powys. This will focus on the newly established Ysgol Bro Caereinion and the Ysgol Calon Cymru area.

Further detail will be provided in the action plan for the first five years which will be prepared to outline the actions the authority will undertake to implement the WESP.

### **Transition**

- The authority will continue to use PLASC information to monitor the proportion of pupils receiving Welsh-medium education in year 6 that continue to do so in year 7 on an annual basis.
- In situations where the proportion of pupils receiving Welsh-medium education in year 6 that continue to do so in Year 7 is very low (under 50%), the authority will work with individual schools to agree a plan to improve pupil retention within Welsh-medium education.

In addition, the authority will undertake the following to improve transition arrangements across Powys:

- 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.

### **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 in this WESP.

By the end of our ten year plan, we expect to have achieved the following:



- All secondary providers that initially transfer to a transitional category will have completed the transition to a substantive category
- Secondary provision which meets the definition of the ‘Welsh-medium’ category will have been established in 2 further locations in addition to Ysgol Bro Hyddgen.
- Transition from Welsh-medium primary provision to Welsh-medium secondary provision will be improved, with the aim that access to Trochi provision supports an increase to 102% transition.
- Where the Council identifies a need for capital investment to develop Welsh-medium provision, this will be prioritised within the Council’s future capital programme and the Sustainable Communities for Learning Programme.

Continued progress in respect of Outcome 2 will be key to support the ongoing viability and development of Welsh-medium secondary provision in Powys, and therefore the authority’s progress in respect of other Outcomes, in particular Outcomes 3 and 4.

### 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

| <b>2022-2023</b> |     | <b>2023-2024</b> |     | <b>2024-2025</b> |     | <b>2025-2026</b> |      | <b>2026-2027</b> |                    |
|------------------|-----|------------------|-----|------------------|-----|------------------|------|------------------|--------------------|
| 181              | 84% | 185              | 86% | 189              | 88% | 194              | 90%  | 198              | 92%                |
| <b>2027-2028</b> |     | <b>2028-2029</b> |     | <b>2029-2030</b> |     | <b>2030-2031</b> |      | <b>2031-2032</b> |                    |
| 202              | 94% | 206              | 96% | 211              | 98% | 215              | 100% | 219              | 102% <sup>13</sup> |

<sup>13</sup> The intention is that in the future, the immersion provision available will enable an increase in pupils transferring to Welsh-medium provision in Year 7.

## 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 secondary provision

Welsh-medium pupil numbers<sup>14</sup> 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%)                       |
| <b>TOTAL</b>           | <b>875</b>                    |                                 |

As is shown by these figures, the number and percentage of Welsh-medium pupils varies significantly across the 6 schools, and impacts on the Welsh-medium subjects that can be offered to pupils.

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 and the number of subjects available through the medium of Welsh varies significantly from school to school. It is also acknowledged that the current nature of the secondary Welsh-medium provision in Powys means that it is difficult to effectively monitor the Welsh-medium subject offer at each school.

Parents and pupils in Powys don't have access to secondary provision that meets the Welsh Government's definition of a Category 3 Welsh-medium secondary, as defined by the new language categories, other than in out-of-county schools such as Ystalyfera. To address this inequality, the authority has a target of establishing three secondary providers that meet the Category 3 definition. These plans are already 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.

<sup>14</sup> Information received from the schools – 2021

- A new all-age school (Ysgol Bro Caereinion) will be established in Llanfair Caereinion in September 2022. When the school opens, its secondary provision will be categorised as ‘Category 2 – Dual Language’. However, the authority’s ambition is for the 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. Informal engagement with stakeholders has been being carried out to gather views about the plans, and the outcome of the engagement exercise will be shared with Cabinet, along 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.

### **Key Stage 4 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<sup>15</sup>:

| <b>School</b>          | <b>Number of Welsh-medium subjects taught in KS4</b> | <b>Number of English-medium subjects taught in KS4</b> |
|------------------------|--|--|
| 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   |

In 2020/21, 139 of Powys KS4 learners studied Welsh as a first language. Of these,

<sup>15</sup> Information received from the schools – 2021.

- 19.4% completed 8+ other level 2 qualifications through the medium of Welsh;
- 41.0% completed 6 – 7 additional qualifications through the medium of Welsh;
- 6.5% completed 3 – 5 additional qualifications through the medium of Welsh;
- 31.7% completed 1 – 2 additional qualifications through the medium of Welsh.

Improving and increasing the availability and take-up of KS4 Welsh-medium provision is fundamental to the authority's ability to improve and widen the provision available for post-16 learners. Every KS4 learner in Powys who has studied some or all subjects through the medium of Welsh should have the opportunity to do so at post-16.

### **Post-16 provision**

Through the establishment of a new post-16 strategic management structure, the authority is now able to plan a cohesive curriculum offer across the whole of Powys, with the aim of increasing the number of subjects offered, including through the medium of Welsh. 'Chweched Powys Sixth' is currently offering 14 academic and two vocational Welsh-medium post-16 courses to learners across the county, but this will increase slightly next year to 15 academic and two vocational Welsh-medium courses.

The authority has also been piloting E-sgol over the last few years which provides access to post-16 subjects through virtual learning, and this has provided access to more Welsh-medium subjects.

The sustainability of Welsh-medium post-16 offer is a challenge that the post-16 strategic management board will need to address, and this, in part, is due to the relatively low numbers of Welsh-medium pupils in Powys' schools. Sometimes, courses are offered but there is a very low or no take-up from learners.

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

#### **Secondary provision**

It is acknowledged that the Welsh-medium secondary provision currently available in Powys does not provide appropriate access to learners, and limits the progress that can be made in respect of Outcome 4.

The authority has recently completed the statutory process to change the language category of Ysgol Bro Hyddgen, which will ensure that in the future, secondary provision which meets the definition of 'Category 3 – Welsh-medium' will be provided at this school. However this will not be accessible to all Powys learners, therefore there will be a need to provide access to 'Category 3 – Welsh-medium' provision at 2 other locations in Powys.

In the first 5 years of this plan, the authority will carry out the following to improve access to Welsh-medium secondary provision for Powys learners:

- Work with secondary schools / providers that transfer to the transitional (T2) category to develop plans to enable these schools to transfer into the dual language category within a maximum of 10 years.
- Work with Ysgol Bro Hyddgen to develop a plan to support the school to transfer to Category 3 – Welsh-medium.
- Complete the statutory processes required to provide access to secondary provision which meets the definition of the ‘Welsh-medium’ category in 2 further locations in Powys. This will focus on the newly established Ysgol Bro Caereinion and the Ysgol Calon Cymru area.

Further detail will be provided in the action plan for the first five years which will be prepared to outline the actions the authority will undertake to implement the WESP.

Alongside these developments, the Council will establish arrangements for monitoring the Welsh-medium subject provision at the existing providers. This annual process of gathering information from each school about their Welsh-medium subject provision and the number of pupils studying each subject will be introduced from the autumn term 2022. This will enable the authority to establish a baseline of the current position at each secondary provider, which can be used to monitor improvements in the level of provision, and to ensure that there is no reduction in the provision. This will also provide a baseline to be used when working with secondary providers to develop plans to enable them to reach the next language category.

#### **Key Stage 4 provision**

The authority will

- Continue to monitor the number of pupils taking external examinations in Welsh. From September 2022, the authority will have access to SIMS Connected, which means that this information will be more easily available.
- Continue to work with schools to encourage learners to take external examinations in Welsh.

#### **Post-16 provision**

The authority, through its Post-16 Strategic Management Board will:

- Continue to roll-out the collaborative post-16 curriculum planning to deliver a wider range of GCSE and post-16 Welsh-medium subjects
- Collaborate with neighbouring authorities to expand provision. In particular, closer ties with Ceredigion will provide an opportunity to broaden the courses available through the medium of Welsh via E-sgol.
- Increase the Welsh-medium vocational offer in Powys in partnership with NPTC and other FE providers

- Develop and implement a promotional strategy with key partners, such as the FE sector, Careers Wales, Coleg Cymraeg, Mudiad Meithrin and the business sector, to promote the benefits of bilingualism and Welsh-language skills in the workplace
- Establish a programme of voluntary Welsh language learning sessions via E-sgol for second language learners aged 16-18 continuing in education. This is part of the government's commitment to offering free Welsh lessons to everyone aged 16-25. A pilot study will be conducted at Ysgol Llanfyllin, run jointly by E-sgol and Y Ganolfan Dysgu Cymraeg. The intention is to roll out this course in all our secondary schools in September 2023.
- Promote the benefits of bilingualism and Welsh-medium skills in the workplace, working closely with other partners such as Mudiad Meithrin, the FE sector and businesses.

### **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 in this WESP.

By the end of our ten year plan, we expect to have achieved the following:

- All secondary providers that initially transfer to a transitional category will have completed the transition to a substantive category
- Secondary provision which meets the definition of the 'Welsh-medium' category will have been established in 2 further locations in addition to Ysgol Bro Hyddgen.
- A KS4 and Post-16 Curriculum Offer that meets the requirements of the Learning and Skills Measure 2009 of 30 subjects available through the medium of Welsh

The authority's expectation is that making progress on the key actions outlined above will enable the further development of opportunities for pupils to study through the medium of Welsh in Key Stage 4 and at Post-16 level.

Continued progress in respect of Outcome 2 will be key to support the ongoing viability and development of Welsh-medium secondary provision in Powys, and therefore the authority's progress in respect of other Outcomes, in particular Outcomes 3 and 4.

## 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.

Activity within this Outcome links directly with Powys's 5 year promotion strategy which sets out the Council's commitment to supporting and promoting the Welsh language in Powys, and providing opportunities to use Welsh on a regular basis. The Council's current Welsh Language Promotion Strategy for 2017-22 is available on the Council's website: <http://en.powys.gov.uk/article/11221/Welsh-Language-Promotion-Strategy-2017-22>. As the current strategy is approaching the end of its 5 year period, the authority will soon be commencing the development of a new Strategy, which will be aligned with the aspirations outlined in the WESP.

Current activity which provides opportunities for Powys learners to use Welsh is outlined below.

#### **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:

| <b>Number of Welsh-medium schools who have achieved the following Siarter Iaith awards:</b> |                     |                   |
|---|---------------------|-------------------|
| <b>Bronze Award</b>   | <b>Silver Award</b> | <b>Gold Award</b> |
| 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:**

| <b>Bronze Award</b> | <b>Silver Award</b> | <b>Gold Award</b> |
|---------------------|---------------------|-------------------|
| 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:

| <b>'Tanio'r Ddraig' Workshops January 2020</b> |                                   |                          |                           |
|--|-----------------------------------|--------------------------|---------------------------|
| <b>Date</b>                                    | <b>Location</b>                   | <b>Number of Schools</b> | <b>Number of Children</b> |
| 20.01.20                                       | Ysgol Dyffryn Banw,<br>Llangadfan | 11                       | 44                        |
| 21.01.20                                       | Welshpool                         | 10                       | 40                        |
| 22.01.20                                       | Ysgol Dyffryn Trannon             | 12                       | 48                        |
| 23.01.20                                       | The Showground,<br>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 'Criw 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.

In addition, the following activities have taken place:

- 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.

### **Opportunities provided by partners**

The Urdd and Mentrau Iaith are key partners to realise the WESP within the Council, and a main provider of extra-curricular and community opportunities which increases the use of the Welsh language amongst children and young people. The following is a summary of current activity:

### **Mentrau Iaith**

During Covid, because face-to-face activities were not possible, the Mentrau Iaith developed a Welsh language online presence to get children and young people into the habit of connecting Welsh with being on the web.

The activities carried out included the following:

- 'Gwlad y Chants' campaign for Euro 2021
- Kahoot quizzes
- Virtual Sion Corn grotto
- Performance Masterclasses
- Theatre Wales club

- Small Poets Workshops (in association with Powys officers) for the virtual Powys Eisteddfod
- Christmas Jamboree
- Big Christmas Quiz online (Caereinion cluster)
- Providing support for assemblies / activities to promote Welsh identity
- A range of Welsh language projects
- Supporting PTAs with Christmas and Summer fairs.

### **Yr Urdd**

The Urdd's activities in 2022 have and will include:

- Hip-hop dance workshop
- Create a comic workshop
- Sports camp in Machynlleth
- Cluster Jamborees
- Football, rugby and netball competitions for Year 5&6 pupils
- Cylch and County Eisteddfod competitions

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

#### **Siarter Iaith**

The authority will ensure that all schools, regardless of their linguistic nature, 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.
- 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 Starter laith awards in the first 5 years of implementing the plan:**

|           | <b>Bronze</b> | <b>Silver</b> | <b>Gold</b> |
|-----------|---------------|---------------|-------------|
| 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:**

|           | <b>Bronze</b> | <b>Silver</b> | <b>Gold</b> |
|-----------|---------------|---------------|-------------|
| 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:**

|           | <b>Bronze</b> | <b>Silver</b> | <b>Gold</b> |
|-----------|---------------|---------------|-------------|
| 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           |

**Partner Organisations**

The authority will continue to work with partner organisations to ensure that a wide range of opportunities are provided to enable the use of Welsh in different contexts.

A sub-group of the LA's forum will be established to lead on the delivery of the commitment to increase opportunities for learners to use Welsh in different contexts in school.

The Mentrau laith's planned activities for 2023 include the following:

- Working with Mudiad Meithrin and Cymraeg i Blant to offer Summer Fun sessions providing opportunities for children to socialize in Welsh.
- Funding (with secured grant) 15 Cerdd Dant / Nansi Richards workshops for Montgomeryshire schools in September 2022. (14 primary schools + 1 secondary school)
- Arranging a monthly video Games Club (online)
- Supporting Aelwyd Sycharth to provide social opportunities for young people in North Montgomeryshire

- Holding the 'Dim Clem' national quiz, ensuring participation by all Welsh-medium schools and increasing the number of English-medium schools participating
- Holding Kahoot quizzes and the virtual grotto.

The Urdd will continue to hold activities across the region, including workshops, sports activities and Eisteddfodau. In addition, the Urdd Eisteddfod will be held in Machynlleth in 2024, which will provide additional opportunities for Powys pupils to participate in activities.

### **Other**

Alongside the activity outlined above, the authority will:

- Work with our Welsh language partners to provide activities for specific days to promote the Welsh language such as Diwrnod Shwmae/Su'mae, Welsh Music Day, St. David's Day etc.
- Explore opportunities to recruit a Welsh Promotion Officer to lead on the aim of encouraging the informal use of Welsh amongst Powys pupils
- Work with our partners to audit the number of schools participating in Welsh language extra-curricular activities, with the aim of increasing participation by schools annually.
- Develop a new 5-year Promotional Strategy, as required by the Welsh Language Standards, which will be aligned with the aspirations outlined in the WESP, in particular this Outcome.

### **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 will continue to work with partners to 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**

- During 2022/23, the Welsh Language workstream of the education transformation programme will identify how the Inclusion department will integrate Welsh language provision into all areas of work. This group will carry out an audit of current demand and provision by August 2023 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.
- During 2022/23, a working group of Welsh speaking ALNCoS will be established to enable identification of challenges and potential solutions to supporting pupils with ALN through the medium of Welsh.

## **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 (ALP) is required to be delivered through the medium of Welsh, it will be secured.

## **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.
- New buildings for two existing special school in Powys are planned to open in 23/24. As part of the planning of these schools, capacity for Welsh language provision will be included.
- A new model for specialist centre service delivery will be developed during 2023. Demand and supply of Welsh language support will be included 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.
- Welsh speaking KS2 teachers will be appointed at the Pupil Referral Units (PRU) in Brecon and 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 Council's plans for this area of focus. The terms of reference for this group will include 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.
- Post graduate diploma in profound and moderate learning difficulties through the medium of Welsh will be offered to two Welsh speaking ALNCos and specialist centre teachers per annum.

### **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).
- 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, remedy the matter.
- be proactive about identifying opportunities to share Welsh language resources with other local authorities.

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



In fulfilling the underpinning principle of the ALN Act, Powys will develop:

- A bilingual ALN system where additional learning provision (ALP) is delivered through the medium of Welsh for children and young people who require support through the medium of Welsh.

This will include:

- 100% of pupils with ALN who are educated through the medium of Welsh in a mainstream school, can access ALN support through the medium of Welsh.
- Specialist services supporting ALN pupils in mainstream education are available through the medium of Welsh where required.
- All training and resources to support the ALN workforce are available through the medium of Welsh.
- A 25% increase in the number of Welsh speaking members of staff in the local authority's ALN team.

## 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?**

### **Welsh language skills of school staff**

The Welsh language skills of the current Powys schools workforce is outlined below<sup>16</sup>:

#### **i) Welsh language ability of school staff**

|                              | <b>No. of Teachers</b> | <b>% of Teachers</b> | <b>No. of Staff</b> | <b>% of Staff</b> |
|------------------------------|------------------------|----------------------|---------------------|-------------------|
| No Welsh language skills     | 202                    | 17.7%                | 343                 | 28.5%             |
| Entry Level                  | 209                    | 18.3%                | 381                 | 31.7%             |
| Foundation Level             | 222                    | 19.5%                | 191                 | 15.9%             |
| Intermediate Level           | 123                    | 10.8%                | 53                  | 4.4%              |
| Advanced Level               | 83                     | 7.3%                 | 33                  | 2.7%              |
| Proficient Level             | 259                    | 22.7%                | 135                 | 11.2%             |
| Information not yet obtained | 43                     | 3.8%                 | 66                  | 5.5%              |
| <b>Total</b>                 | <b>1141</b>            | <b>100.0%</b>        | <b>1202</b>         | <b>100.0%</b>     |

#### **ii) Staff teaching / working through the medium of Welsh**

|   | <b>No. of Teachers</b> | <b>% of Teachers</b> | <b>No. of Staff</b> | <b>% of Staff</b> |
|---|------------------------|----------------------|---------------------|-------------------|
| Teaching/working through the medium of Welsh in current post                      | 248                    | 21.7%                | 165                 | 13.6%             |
| Able to teach / work through the medium of Welsh but not doing so in current post | 91                     | 8.0%                 | 57                  | 4.7%              |

<sup>16</sup> SWAC 2021

|  |             |               |             |               |
|--|-------------|---------------|-------------|---------------|
| Not able to teach / work through the medium of Welsh                           | 478         | 41.9%         | 859         | 70.9%         |
| Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only) | 324         | 28.4%         | 130         | 10.7%         |
| <b>Total</b>   | <b>1141</b> | <b>100.0%</b> | <b>1202</b> | <b>100.0%</b> |

iii) **Teaching staff by Welsh language ability and whether they are currently working through the medium of Welsh**

|                              | Teaching / working through the medium of Welsh in current post |               | Able to teach / work through the medium of Welsh but not doing so in current post |               | Not able to teach / work through the medium of Welsh |               | Teaching Welsh as a subject only (*for teachers teaching up to NC year 6 only) |               |
|------------------------------|--|---------------|---|---------------|--|---------------|--|---------------|
|                              | No.  | %             | No.   | %             | No.  | %             | No.  | %             |
| No Welsh language skills     | 0  | 0.0%          | 0   | 0.0%          | 202  | 42.3%         | 0  | 0.0%          |
| Entry Level                  | 0  | 0.0%          | 0   | 0.0%          | 152  | 31.8%         | 57   | 17.6%         |
| Foundation Level             | 3  | 1.2%          | 9   | 9.9%          | 87   | 18.2%         | 123  | 38.0%         |
| Intermediate Level           | 6  | 2.4%          | 17  | 18.7%         | 16   | 3.3%          | 84   | 25.9%         |
| Advanced Level               | 36   | 14.5%         | 23  | 25.3%         | 0  | 0.0%          | 24   | 7.4%          |
| Proficient Level             | 203  | 81.9%         | 39  | 42.9%         | 0  | 0.0%          | 17   | 5.2%          |
| Information not yet obtained | 0  | 0.0%          | 3   | 3.3%          | 21   | 4.4%          | 19   | 5.9%          |
| <b>Total</b>                 | <b>248</b>   | <b>100.0%</b> | <b>91</b>   | <b>100.0%</b> | <b>478</b>   | <b>100.0%</b> | <b>324</b>   | <b>100.0%</b> |

**Welsh language Sabbatical Scheme**

Work to develop the Welsh language skills of the schools workforce has focussed on supporting and promoting the Welsh Government's Welsh language Sabbatical Scheme. The following number of staff attended Sabbatical courses between 2015 and 2020:

| <b>Sabbatical Courses 2015-2020</b> |                              |
|-------------------------------------|------------------------------|
| <b>Sylfaen (11 weeks)</b>           | <b>Cymraeg mewn Blwyddyn</b> |
| 36 teachers                         | 3 teachers                   |

The following provision is planned for September 2021:

| <b>Sabbatical Courses 2021-2022</b> |                                     |
|-------------------------------------|-------------------------------------|
| <b>Part 1 Cymraeg Mewn Blwyddyn</b> | <b>Part 2 Cymraeg mewn Blwyddyn</b> |
| 12 teachers                         | 6 teachers                          |

The following activity has taken place to support the Sabbatical Schsme:

- 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, it is acknowledged that 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 will be 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?**

A partnership approach to planning the workforce needs will be required in order to ensure that the Powys schools workforce is equipped to support the authority to achieve the targets set out in this WESP.

During the lifetime of this WESP, the authority will work with Welsh Government and other relevant stakeholders to:

- Undertake regular analysis of all data sources to understand trends in the demand for Welsh-medium teachers. This will require projecting annual

transition rates of learners from primary to secondary education and looking at trends in terms of numbers of teachers moving into leadership roles, moving schools or leaving / retiring from the profession.

- Based on this analysis of the Welsh language skills of the workforce, we will set targets for increasing the proportion of the workforce with language skills at foundation level, and at intermediate level or higher, and we will report on these as part of the WESPs annual monitoring.

In addition, we will undertake the following actions:

- Work with our partners and Welsh Government to ensure 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.
- Analyse results from the School Workforce Annual Census (SWAC) – Welsh language skills framework and evaluate the Welsh acquisition results of schools.
- 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 promote of a systematic take-up of the Welsh Government’s Welsh-language Sabbatical Scheme courses (all levels).
- Provide targeted ‘Cymraeg i Oedolion’ training programmes, facilitated by the 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.
- 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.
- Provide aftercare and support, as well as further revision courses, for staff following the completion of Sabbatical courses.
- Support teachers with little or no Welsh language skills to have non-contact time to complete the online training courses provided by ‘Learn Welsh Cymru’.
- Disseminate good practice through case studies and headteacher meetings etc.

### **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 to ensure that the Powys schools workforce has the Welsh language skills required to support the authority to meet the targets outlined in this WESP by 2032.

By the end of this 10 year plan, the authority would expect to see:

- An increased workforce in Powys schools that is able to teach through the medium of Welsh, to support the developments outlined in earlier Outcomes to increase the number of pupils taught through the medium of Welsh in Powys.
- A pool of supply staff who are able to teach through the medium of Welsh.
- A higher proportion of staff within the local authority that are able to work in Welsh to support schools.

Continued progress in respect of this Outcome will be key to support the authority's progress in respect of the other Outcomes in the WESP.

## 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