

WELSH IN EDUCATION STRATEGIC PLAN

Name of local authority

Bridgend County Borough Council

Period of this plan

2022-2032

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

Signed: **Date:**

(This plan needs to be signed by the Chief Education Officer within your local authority)

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

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

Notes to help you

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

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

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

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

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

Please include your overarching ten-year target here. This target should outline the expected increase of Year 1 children taught through the medium of Welsh during your ten-year plan and a statement setting out how you will go about achieving it.

(Paragraph 1 and 2 of the Schedule to the Welsh in Education Strategic Plan (Wales) Regulations 2019. Please refer to Part 2 of the Welsh Government Guidance, made under section 87(4) of the 2013 Act)

Bridgend County Borough Council's Vision

Bridgend County Borough Council's vision aligns with Cymraeg 2050-A million Welsh speakers (Welsh Government, 2017). As a local authority *we desire that the Welsh language thrives, and that it is used in every aspect of life. Among those who do not speak Welsh there is goodwill and a sense of ownership towards the language and a recognition by all of its contribution to the culture, society and economy of Wales.*

Our vision is to secure favourable circumstances throughout the local authority that support language acquisition and use of Welsh language skills. We want to see an increase in language transmission in the family, early introduction of Welsh to every child, an education system that provides Welsh language skills for all, and greater appreciation of Welsh language skills in the workplace. At the same time, we are committed to supporting people to use Welsh socially, at work, and when accessing services.

The Council's vision for provision of Welsh-medium education and support for the teaching of the Welsh language should:

- deliver the key principles of equality, choice and opportunity for all;
- respect, promote and embody the linguistic and cultural diversity of Bridgend and Wales;
- recognise a common Welsh heritage;
- reflect the social, economic and cultural needs of Wales in the 21st century;
- provide opportunity to reflect on and develop personal identity and a sense of place and community;
- be consistent with the national aspirations set out in the Welsh Government's Welsh-medium Education Strategy (WMES);
- take into account Welsh Government's Welsh Language Strategy (2016) to reach a million welsh speakers by 2050; and
- align with Welsh Government strategies.

In order to make this vision a reality, our aim is to ensure that the Council and its partners within the county borough undertake the following:

- understand their respective roles within the Welsh in Education Strategic Plan (WESP) Forum in relation to formulating and monitoring the progress of the WESP;
- promote the language to create demand;
- ensure that Welsh-medium provision is available to all children of pre-school age and above whose parents/carers wish them to receive their care/education through the medium of Welsh, and this within reasonable travelling distance from children's homes;
- ensure a developing continuum from Welsh-medium primary education through to Welsh-medium secondary education, so that pupils who begin their primary education through the medium of Welsh will transfer to a Welsh-medium secondary school and progress accordingly into further and higher education and training;
- ensure all schools and settings respond proactively and with enthusiasm to new the Curriculum for Wales in relation to the languages, literacy and communication Area of Learning and Experience, so that our learners continue to gain meaningful skills and knowledge in Welsh;
- ensure that children and young people with additional learning needs (ALN) receive linguistic equality of opportunity in terms of Welsh-medium education, in line with the Additional Learning Needs and Education Tribunal Act Wales (2018) and the Code of Practice for Wales;
- work in partnership with all schools in order to improve the standard of Welsh and;
- promote the wider development of pupils' Welsh language skills through specific activities and projects, in association with a wide range of partners.

Our ten- year target

To support Cymraeg 2050: a million Welsh speakers strategy, the Welsh Government has set Bridgend County Borough Council a target to increase the percentage of learners taught through the medium of Welsh from c.8% to between 14% - 18% by 2032 (based on PLASC data of Year 1 learners 2019-2020) . This is in accordance with the Welsh in Education Strategic Plans (Wales) Regulations 2019.

There are currently four Welsh-medium primary schools and one Welsh-medium secondary school in the local authority. Two of the four Welsh-medium primary schools are located in the North of the county borough, one in the West and one in the South. The secondary school is based in the North of the county borough.

The Council aspires to significantly increase Welsh medium provision in Bridgend. The target % increases which have been prescribed by Welsh Government and the local authority's forecast of the pupil population over the next 10 years have been taken into account.

Currently in our Welsh- medium schools there are 162 pupil places available for reception age learners. The local authority has set a target of 300 reception places

being available for Welsh-medium learners by the end of the plan period, which is an additional 138 additional pupil places. The 300 reception places equates to 10 forms of entry, and the aim is to ensure those places are filled.

This WESP sets out Bridgend County Borough Council's plan over the next 10 years to increase and improve the planning of Welsh-medium education. It will build on progress made during our previous WESP (2017-2022) and set out the actions we will take to achieve our targets.

These include:

- Increasing Welsh-medium sessional childcare places (creating potential for 176 additional sessional sessions) by establishing four new Welsh-medium childcare hubs through the childcare offer capital grant;
- Invest in 21st Century Schools and Colleges Capital Programme to increase the number of Welsh-medium nursery school places by expanding two of our Welsh-medium schools during the first five years of the plan;
- Take forward commitments made in Cabinet to establish a 1 FE Welsh-medium provision in Porthcawl and a dual stream school in Parc Afon Awenni;
- Scope/ explore options to relocate and expand YGG Llangynwyd to a 3-19 school;
- Develop a clear and robust programme for delivering Welsh-medium latecomer provision, so that learners entering the Welsh-medium sector at a later stage (key stage 2 or key stage 3) are able to follow a course of intensive immersion learning before continuing on their education journey in a Welsh-medium school;
- Continue to work collaboratively with our Welsh in education planning forum and relevant sub-groups to continually review and improve how we provide our parents and guardians with information about Welsh-medium education and the opportunities it brings to becoming bilingual.

Welsh Language immersion

The local authority will consider collaboration with other local authorities in terms of Language Immersion Unit provision. This work will be strategically planned over a period of time with the aim of increasing the percentage of Welsh taught in English-medium schools, which will be done by targeting participants and providing the necessary support to individual schools.

Outcome 1:

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

Where are we now?

Include as a baseline, any data (numbers /%) relevant to this outcome and an overview of what has been achieved during the previous plan period.

- 1.1 The Childcare Sufficiency Assessment (CSA) offers Bridgend a clear evaluation of the spread and availability of childcare within Bridgend County. As part of the CSA an action plan is developed. The Action Plan reflects demand and considers local factors such as suitable accommodation opportunities within the identified community areas with potential gaps.

Suitable registerable accommodation is recognised as an issue within the wider Bridgend County.

Childcare availability reflects demand with availability for childcare being denser in areas of higher employment (ie the towns within Bridgend County such as Maesteg, Porthcawl and Bridgend town itself). This more intense availability reflects the demand and therefore impacts on sustainability when considering new development.

The current plan to develop Welsh-medium childcare recognises gap areas with the planned development to be offered in the Ogmere Valley, the Garw Valley, Bridgend east and Porthcawl.

The local authority has a clear understanding of the challenges. However, the solution is identified as being highly dependent on significant levels of capital investment as was the case for the development of the Flying Start programme within Bridgend.



Booklet January
2020 E-W.pdf



Booklet January
2019 E-W.pdf



Booklet January
2018 E-W v2.pdf

- 1.2 Information contained in the School Admissions Policy for the relevant year and in the annual Starting Schools Booklet highlight the choices available to parents regarding Welsh-medium schools and the criteria for over-subscription in line with the local authority's statutory duty. Schools are categorised as Welsh-medium in the annual admissions policy. Reflected in the Starting Schools Booklet is how Welsh-medium education is provided in all schools.

The online school admissions process is in line with the local authority's legal duty to allow for parental choice. The users journey and the

intuitiveness of the system are key, although there is no separate 'journey' in the use of the system for parents/carers choosing a Welsh-medium education as this is not considered necessary or in line with legislation.

In January 2019, during the last plan period, Ysgol Gynradd Gymraeg (YGG) Calon Y Cymoedd (formerly known as Ysgol Gynradd Gymraeg (YGG Cwm Garw) relocated to a new school in an area which is considered a central location to serve the Garw and Ogmere Valleys. The take-up of places by three-year-olds has increased as a result.

The local authority has developed information for parents entitled "Why Choose Welsh". Information is available via the Family Information Service. This information is available electronically. However, the local authority ensures this information is made available at each place that parents and expecting parents receive services. The availability of Welsh-medium provision and the benefits of this are supported via the 'Pam Dewis Gymraeg?' document which is available widely in both hard and digital formats. Health Visitors as part of their induction receive information to share with parents regarding the benefits of Welsh-medium childcare and education. Within Bridgend expectant parents have information attached to the ante-natal 'red book' which is sponsored by Gymraeg I Blant. Despite these actions demand for Welsh-medium provision remains lower than demand for English-language provision.

The school admissions information is clear and accessible. The School Admissions Policy is available on the website as is the Starting School Prospectus, which is an extensive information and guidance document. These documents are revised each year. The documents are all published in Welsh to the Welsh version of the local authority's website at the appropriate time. The School Admissions Policy for 2022-2023 is currently on the website. The Starting School Prospectus for 2022-2023 was published for the website in September 2021.



school-admissions-
policy-2021-to-2022.

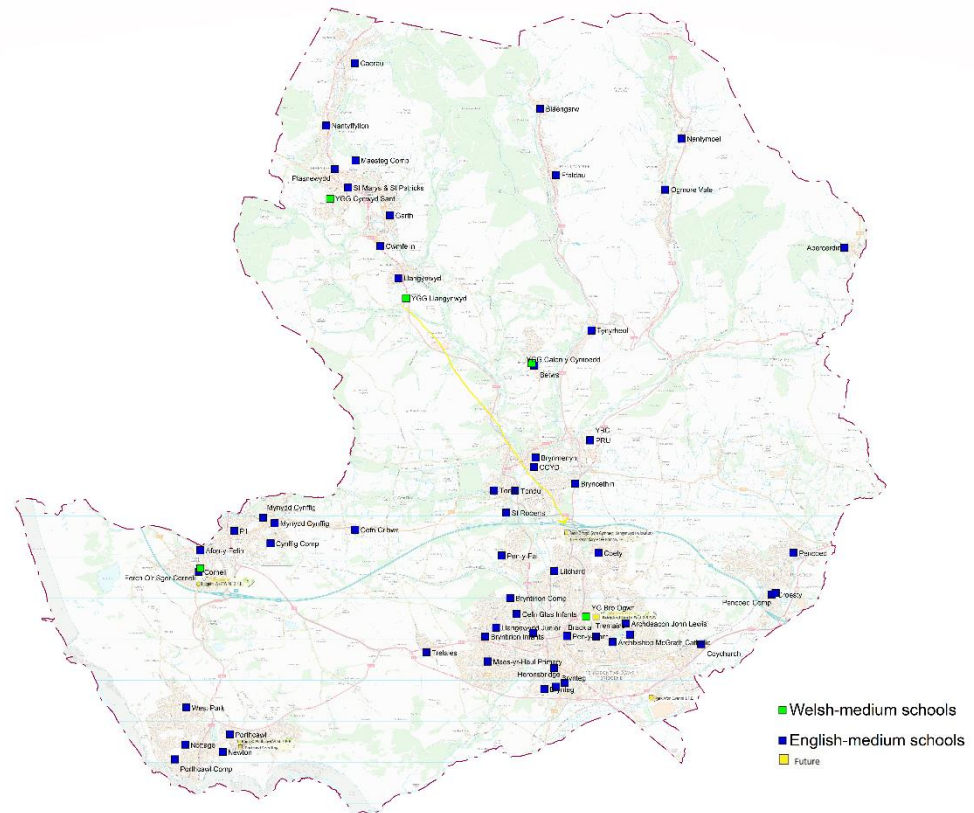


2021-2022-starting-
school-prospectus.p

- 1.3 In the case of Welsh-medium education, the local authority offers any pupil who is unable to be accommodated at their local Welsh-medium school, a place in the next nearest Welsh-medium school in Bridgend, if that is requested. This includes the provision of free home-to-school transport where the walking distance from home to school is greater than two miles for primary school children and greater than three miles for secondary school pupils.

Remember to delete the *blue text* before submitting your Plan

The Geographical Assessment sub-group of the WESP Forum will discuss the geographical mapping within the local authority. A workshop will be facilitated to explore the use of catchments for Welsh-medium within the local authority.



- 1.4 Data shows that the numbers of children transitioning from Welsh-medium early years to Welsh-medium nursery provision has increased from 50% to 66%. Clearly there are matters linked to the impact of the pandemic and the suspension of early years' provision that may have had a negative impact on the data.

The data shows the transition rates from children attending early years Welsh-medium provision who then progress to a place at a Welsh-medium school for their nursery provision.

Children who access Welsh-medium nursery via part time non-maintained provision (10 hours nursery 1) will be included in the data for the following year when they move to the nursery 2 year and receive a full-time place and receive 30 hours of their nursery provision in the maintained setting.

Within Bridgend there are:

Day nurseries	21
Sessional childcare providers	9
Flying Start	10
Childminders	53
Cylch Meithrin providers (7 if you include Cylch Meithrin Blaenllynfi which is Dechrau'n Deg only)	6
Out-of-school providers	17

The number of places in each setting differs according to the ages of the children attending on any one day. However, there are approximately 2,372 English-medium childcare places and approximately 160 Welsh-medium childcare places.

The data around transition was agreed to be collected by colleagues from Mudiad Meithrin, as such the focus is on children who transition from Welsh-medium childcare to Welsh-medium education provision.

Data relating to children who move from English-medium childcare to Welsh-medium education provision is not gathered.

The reasons regarding why children do not transition into Welsh-medium education from Welsh-medium childcare are complex with no clear trend. The early years' service undertook an investigation into this transition situation a few years ago and as stated the ability to identify a trend was not possible (not helped by the fact that the numbers are relatively low).

Often parents have sought Welsh-medium childcare and do not have an intention of this being the commitment following the childcare delivery. On times the nursery places at Welsh-medium schools are not available for spring and summer term entrants and parents then decide to move the child in to English-medium provision where a place is available. Some parents have taken their child to Welsh-medium childcare as their previous child attended but do not intend the child to transition in to Welsh-medium education provision as the parent does not want the child to attend provision that is outside of their community and must travel on the transport available.

However, the situation where some of the Welsh-medium schools remain focussed on single term entry to support effective immersion into the nursery for the child does not reflect the parents desire for their child to enter as they become eligible and can lead to drift.

Clearly the low level of non-maintained providers offering an alternative in the communities where there is a single term entry at the Welsh-

medium school is also not helpful and as such the gap remains a risk around good transition rate.

The local authority has worked via a working party with early years providers and the Welsh-medium school teams to focus on improving transition from Welsh-medium childcare on to Welsh-medium education.

However, evaluation of the work has been complicated by the situation that following the work one setting closed (Cylch Meithrin Porthcawl) one setting was deregistered by Care Inspectorate Wales following an administration oversight and change of leadership (Cylch Meithrin Plant Bach Sarn) and a third setting opted to no longer being an education provider (Cylch Meithrin Pencoed).

Further to this situation has been the impact of the pandemic and its considerable effect on the early years and childcare sector.

The local authority remains committed to the improvement of the transition with the commitment shared with all key stakeholders in the sector and the Welsh-medium schools in the authority.

Recent developments to continue to support the sector is the development of three new Ti a Fi settings in collaboration with three of the four Welsh-medium primary schools.

Within this sector there are 19 non-maintained nursery education providers three of whom offer this provision via the medium of Welsh. There are factors that impact uptake of places at provision beyond the language of the setting some of these include the community that the provision sits within and the distance to the Welsh-medium primary school.

In summer term 2021 for Flying Start, there were seven children attending in Cylch Meithrin Sger, five in Cylch Meithrin Plant Bach and two in Cylch Meithrin Cynwyd Sant.

The following are the Flying Start budgeted places:

- 16 at Cylch Meithrin y Sger;
- 8 at Cylch Meithrin Cynwyd Sant;
- 12 at Cylch Meithrin Plant Bach;
- 12 places at Dechrau'n Deg Blaenllynfi.

The three non-maintained Welsh-medium nursery providers are located across the local authority. The providers do not wholly reflect the geography of the Welsh-medium schools and do not ensure effective location of the early years offer.

The three non-maintained education providers are:

- Cylch Meithrin Cynwyd Sant is located at Maesteg. The provision currently offers up to 8 Welsh-medium places. The setting is based within the accommodation of Ysgol Cynwyd Sant with highly effective transition reflective of this close proximity.
- Cylch Meithrin Plant Bach Sarn is situated at the Valley Gateway area this provision is not closely linked to a Welsh-medium school, however there are effective relationships in place with Ysgol Calon y Cymoedd and Ysgol Bro Ogwr and transition is effective. The setting offers 16 Welsh-medium places.
- Cylch Meithrin Y Sger is based on the same site as Ysgol Y Ferch O'r Sger the links for all aspects of support and transition are highly developed and transition rates are high. The setting is able to offer up to 24 childcare places.

Childcare in Bridgend reflects the community it serves. Welsh speaker numbers and the number of childcare places available are undoubtedly linked. Parents within the Flying Start eligible areas have been consistently offered information relating to the availability of Welsh-medium childcare for their child. Communities where take up of the Welsh-medium offer is highest is the community where the Welsh-medium primary school is based.

The development of the Cymraeg 2050 /Childcare Offer funded new Welsh-medium settings will also support improved access for parents within the Flying Start eligible communities. Health Visiting and wider Flying Start staff are fully able to support parents to consider the benefits of Welsh-medium childcare. Parents within the Flying Start programme have also accessed the information available in the Pam Dewis Cymraeg booklet in both digital and hard copy.

The revised Pam Dewis Cymraeg document will be circulated widely in a hard copy in January 2022. Recruitment to Welsh-medium posts in Bridgend are complex and despite focussed efforts on addressing the issue remains an area for development. All early years staffing within Bridgend received focussed training and continuous development opportunities to increase confidence around the use of the Welsh-language.

- 1.5 The local authority uses all opportunities to maximise information available and ensures this information is then easily available to parents and carers. The local authority will monitor use of Welsh Government marketing campaigns. A working group has been designed to identify potential improvements to the admission process.

The process is being reviewed to ensure that all parents are able to access this process effectively including parents who are seeking Welsh-medium provision. The information developed to support parents

includes a section regarding myth busting. There is also a focus to ensure that the information is clear and easy to find. Consideration is being given to those parents whose literacy skills are under developed. Also ensuring that the details of Cylchoedd Meithrin and Ysgolion Cyfrwng Cymraeg are prominent. The development of a video is also being considered.

1.6 Bridgend is fully compliant with the Welsh-language measure, all information available to parents is available in both Welsh and English. The local offer of Welsh-medium services and provision is promoted widely. The Why Choose Welsh document which was developed by the WESP Forum, offers information on both the immersion model of Welsh- medium provision and also on the benefits of a bi-lingual and multi-lingual approach. The Why Choose Welsh leaflet is widely available. However, a clear focus on the absolute benefits of the immersion approach and the clear benefits that a fully Welsh-medium education and experience can offer are very clear within the document. There are plans underway to build on the Why Choose Welsh information via an animated version this will build and increase the quality and content of information available to parents/carers.

1.7 The Cymraeg i Blant officer runs the following weekly **Parent and baby sessions** in each area:

- Welsh Rhyme, Time and Sign group;
- Baby massage and yoga group;
- Cuppa and Chat Cymraeg (online group);
- Me and my baby sessions explaining in detail the bilingual journey (online group).

The groups are advertised as being open to all, parents/carers do not need to be able speak Welsh. The officer will introduce simple Welsh rhymes and phrases on a weekly basis to help them acquire a basic knowledge as well as helping them to increase their confidence in using Welsh at home. The groups are advertised on local Facebook Cymraeg i Blant pages and Instagram and through the Family Information Service/Dewis Cymru, early years' teams, local community hubs and centres, libraries, Mentrau Iaith, Cwlwm partnership and wider. Cymraeg i Blant also works closely with the local Midwifery and Health Visiting generic and Flying Start teams and provide training and workshops on the advantages of early bilingualism to help them support and signpost parents over to our local groups. They sponsor the All Wales Maternity notes folder, the scan card and the Child Health Record book and all midwifery and Health Visitor students across Wales receive a presentation/workshop on the advantages of early bilingualism and the role of Cymraeg i Blant during the first year of their training. The following information is shared with parents attending the groups:

- how speaking or introducing Welsh can give their child more opportunities;
- how to use sign, baby massage and yoga to communicate with their baby;
- how to access Welsh and bilingual books, e-books and apps;
- how to access local Learn Welsh courses (ie the free, eight-week Clwb Cwtsh beginners course followed by the weekly Cymraeg i Blant Cuppa and Chat practise sessions);
- how to find their local Ti a Fi group after attending our groups, and how to register at the Cylch Meithrin and at their local Welsh medium school.

The following is the list of promotional material shared with prospective and new parents:

Local Being bilingual booklet

[Your guide to Welsh medium education](#)

[Bilingual journey leaflet](#)

Further information can be found on [Meithrin.cymru](#)

The Cymraeg I Blant (CiB) sessions are delivered and evaluated by the lead organisation (CiB in partnership with Mudiad Meithrin the sessions are widely promoted by the Bridgend early years digital platform. Evaluation of the service is undertaken by the Cymraeg I Blant team.

However, to further enhance the work of the Cymraeg I Blant approach the local authority now has in place three new Flying Start funded Ti a Fi groups in collaboration with the Welsh-medium primary schools and Mudiad Meithrin local development officer. This work is being evaluated and further extension of this approach is already under discussion.

- 1.8 There are strong relationships in place with colleagues from Mudiad Meithrin. This effective partnership enables and supports joint targets regarding the development of early years and childcare provision via the medium of Welsh.

The two services have worked very closely around the development of Welsh-medium childcare hubs which we call Cymraeg 2050 hubs.

The local authority has in place a number of grants linked to new development of provision alongside the Mudiad Meithrin support packages. Opportunities for joint development are explored and this is demonstrated by the development of Ti a Fi groups where the local authority, a local school and Mudiad Meithrin have come together to develop this jointly.

- 1.9 Flying Start provision within Bridgend works closely with existing Welsh-medium provision. This offers sustainability for the cylch meithrin

settings. Flying Start places are provided in partnership with Cylch Meithrin at the following areas:

- Afon y Felin provision in Welsh-medium is available at Cylch Meithrin Y Sger;
- Sarn provision in Welsh-medium is available at Cylch Meithrin Plant Bach Sarn;
- Plasnewydd provision in Welsh-medium is available at Cylch Meithrin Cynwyd Sant;
- Garth provision in Welsh-medium is available at Cylch Meithrin Cynwyd Sant.

Within Caerau, Flying Start has in place stand-alone provision at Dechrau'n Deg Blaenllynfi. Within Brackla, the Flying Start setting will be offering 50% (16 places) of the provision via the medium of Welsh from January 2022. The Cymraeg 2050 developments will also be able to offer Flying Start provision in Lewistown, Blackmill, Bettws and Brackla.

- There are 312 English-medium places available within the Flying Start programme;
- There are 77 Welsh-medium places available within the Flying Start programme;
- 19% of the Flying Start places are available via the medium of Welsh.

This number will increase in January 2022 with the decrease of 16 English-medium places at Flying Start Brackla which will be the increase of Welsh-medium places moving forward. This will bring the percentage of places available via the medium of Welsh to 24%.

While the development at Brackla has suffered from setbacks linked to staffing matters the plan remains a focus. The intention is to offer one of the daily sessions via the medium of English and the second session via the medium of Welsh.

Parents who specify a preference for Welsh-medium provision will receive a priority place in the relevant session with all eligible remaining parents offered provisions each term in either session. Parents will be supported to understand the new approach and staff will be able to encourage parents to understand the benefits of the Flying Start childcare and package of support in whichever language.

The development will be further supported by the development of a high quality Ti a Fi session within Brackla which will further offer parents the opportunity to experience the many benefits of Welsh-medium early years experiences for their child and themselves.

and enthusiastically. Mudiad Meithrin is currently looking at the local authority websites in the South East to consider how accessible the information is for parents. This information will be available to be shared in autumn term 2021.

Bridgend recognises that information available via the Family Information Service will benefit from review and increase. Information for Welsh learners is shared widely on all Bridgend County Borough Council (BCBC) communication digital platforms including the Early Years Facebook page. Bridgend recognises this area will benefit from review and the ability to ensure that information is innovative and progressive.

- 1.11 Bridgend worked closely (2019) regarding assessment of childcare practitioner's skills and confidence regarding their use of the Welsh language and offered training to raise standards and skills based on the findings of the assessment tool used.
- 1.12 Information on the Council's website makes available information on the provision in the Welsh-medium sector and the faith schools. The Geographical Assessment sub-group of the WESP Forum will discuss the geographical mapping within the local authority. A workshop will be facilitated to explore the use of catchments for Welsh-medium within the local authority.
- 1.13 The commitment to the WESP and its ambitions for Bridgend runs across the early years' service. Team members are encouraged to be knowledgeable, to enable parents to receive correct and effective information. The staff who provide this information are informed but also able to seek wider support as required. Staff can always benefit from enhanced information, however the early years' service is confident that parents are able to effectively access correct and timely information. The early years' service has a team member who is able to discuss this matter with parents via the medium of Welsh.
- 1.14 Family Information Services are delivered via the Bridgend County Borough Council (BCBC) Customer Service Team, if this team feels more in-depth information regarding Welsh-medium provision the service will signpost parents and carers to the relevant service either within the education school admission team or the Childcare Team. Early years' services regularly seek parent's views and are focussed on ensuring that parents views and concerns are responded to effectively and on an ongoing basis.
- 1.15 Ysgol Gymraeg Bro Ogwr is approaching a capacity threshold of less than 10% and therefore during the first five years of the plan, the local authority is seeking to increase Welsh-medium primary school places at the school which will serve the Valleys Gateway, Bridgend and Pencoed areas of the county borough by enlarging and relocating Ysgol Gymraeg

Bro Ogwr to an alternative nearby site. As a result, there will 90 nursery places available for three-year-olds.

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

You may wish to include a high-level timeline against any proposed commitments to increase the number/% of three-year olds receiving their education through the medium of Welsh during the first five years of implementation (as a mid-way milestone), and another for the remainder of the plan.

1.16 The ambition to increase this figure to 14-18% is effective.

1.17 At the end of the first five years of the plan, additional provision for three-year-olds will be available at the following schools:

Ysgol Gymraeg Bro Ogwr

- The local authority is seeking to increase Welsh-medium primary school places to serve the Valleys Gateway, Bridgend and Pencoed areas of the county borough by enlarging and relocating Ysgol Gymraeg Bro Ogwr to an alternative nearby site.
- 90 places will be available for three year-olds.
- The proposal will be subject to a consultation process under the School Organisation Code during the school year 2021-2022.
- The school will be funded by Welsh Government's 21st Century Schools and Colleges Programme plus BCBC capital funding.
- The new school, if approved, is scheduled to open in September 2025.

Ysgol Y Ferch O'r Sgêr

- Ysgol y Ferch O'r Sgêr will be enlarged to a two-form-entry school
- 60 places will be available for three year-olds.
- The proposal has already been subject to a consultation process under the School Organisation Code and Cabinet approval has been received.
- Part funded by Welsh Government's revenue Mutual Investment Model funding and BCBC, the enlarged school will serve the west of the county borough.
- The new school is programmed to open in September 2024.

Porthcawl

In addition, there is an aspiration to create a Welsh-medium seedling school to serve the Porthcawl area. Currently, no funding has been allocated for the scheme. However, approval to submit an expression of

interest to Welsh Government in respect of the Welsh-medium capital grant funding is being sought from Cabinet. If successful, there would be an additional 30 places for three year-olds.

- 1.18 The Welsh-medium childcare hubs which we call Cymraeg 2050 hubs are progressing. The project at Betws is scheduled for completion in June 2022, with the Ogmere Valley scheme completing by September 2022. There are a further two Welsh-medium childcare projects planned for the County Borough. The Bridgend Town provision has been aligned with the Bridgend North East project, as part of Band B of the School Modernisation Programme. This Welsh-medium childcare provision will form an integral part of the replacement school for Ysgol Gymraeg (YG) Bro Ogwr. The Bridgend North East project is scheduled for completion by September 2025. In the interim period, there are plans to offer additional Welsh-medium childcare places at the Flying Start Brackla setting. The timeline for the remaining Welsh-medium childcare project planned for Porthcawl will be determined following the feasibility stage of the project.
- 1.19 The aim of the project is to provide 16 sessional Welsh-medium childcare places, together with 6 places for 0 to 2 provision and wrap-around/out-of-school provision, which would operate for 52 weeks of the year at each of the four settings. This will offer the local authority a potential for an additional 176 Welsh-medium sessional sessions available. Further to the above the Bridgend Childcare Team continues to work with a number of settings regarding the development towards becoming a non-maintained nursery education provider. This will include the new Cymraeg 2050 provisions and those Cylch Meithrin who are not currently registered to this offer (three potential providers).
- 1.20 Mudiad Meithrin is working with a company called “Flourish” to open a Cylch Meithrin in the middle of Bridgend Town. It is expected to open in January 2022.
- 1.21 To share information about the bilingual journey with parents as early as possible to create the demand from birth by:
- forming stronger links with the local Health Board – every new parent to receive information about the bilingual journey on leaving the hospital;
 - FIS – continue to share info about Cymraeg i Blant free bilingual groups with new mums and dads – making them aware they don’t have to speak Welsh to attend;
 - sharing vital information on the bilingual journey when registering the birth of the child.
- 1.22 To share key bilingual messages on Council social media channels/mailshots to coincide with application for nursery/school places.

To make the Welsh-medium offer an offer for all parents – ensuring that all early years’ staff and local flying start teams are familiar with the #Cymraeg 2050 strategy and are confident in sharing local information with all their parenting groups. To promote the Welsh-medium offer alongside other Council events/promotions i.e. childcare offers, fun days at local community centres or hubs.

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

You should refer back to your ten year target and how commitments made under this Outcome supports your overall vision for increasing Welsh-medium education provision in your area.

1.23 There has been much to consider when planning for a period of ten years, the early years is still in a period of recovery from the impact of the pandemic. The service develops a CSA for Bridgend and the developments within this WESP document must align carefully with the CSA to ensure that all development within the early years sector must take place via both English and Welsh-medium in equal measure in order for the numbers of places to be equitable in both languages but also that parents are able to consider both mediums when considering provision for their child.

1.24 The proposal is to develop four new day-care settings across the borough in areas identified as ‘gap’ areas for both childcare and more specifically Welsh-medium provision. The proposed will developments will offer full care from potentially birth to four years with afterschool and holiday provision to offer full wrap-around care via the medium of Welsh.

The proposal will be to offer four settings across Bridgend each with 16 full-time (32 part-time) childcare places. This will then offer potentially 64 full-time or 128 part-time places. Potentially in addition to this the vision would be to develop both breakfast/afterschool and holiday childcare.

It is fair to reflect that not all communities within Bridgend currently have Welsh-medium provision currently available. However, the Cymraeg 2050 capital programme will in time address this shortfall by the development of four additional Welsh-medium settings across the borough which will offer a very real increase in both opportunity and the level of provision available.

1.25 In addition to the education provision being delivered during the first five years, the following projects are planned for delivery by the end of the ten-year plan period:

- A dual-stream, two-form-entry entry school at Parc Afon Ewenni (subject to that site being taken forward in the next Local Development Plan) (ie 30 Welsh-medium places for three year-olds)

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- A one form entry school at Porthcawl (ie 30 places for three year-olds)

Also, the local authority is undertaking an options appraisal process to create an additional one form entry provision central to the Bridgend area (ie 30 places for three year-olds).

Key Data

In the table below, add annual data projections that reflect what is set out above relating to this outcome. Please comment in this box.

The following annual projections have been calculated using the base data provided by Welsh Government (ie 2019-2020) and incrementally increased in line with anticipated uptake in Welsh-medium education and the planned additional pupil places being available during the period of the 10 year plan, as programmed.

The 2031-2032 target of 275 full-time nursery learners aged 3-4 (ie 17.57%) sits between the lower and upper range target (ie 14%-18%). The number of part-time learners aged 2-3 fluctuate annually as the number of places available depends on the take-up of full-time places. Therefore, those learners have been excluded from the calculation. The target is ambitious. However, it is considered achievable, should all of the deliverables within the plan come to fruition.

Numbers and % of 3-year olds receiving their education through the medium of Welsh									
2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
150	9.58%	160	10.22	170	10.86%	190	12.14%	200	12.78%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
205	13.10%	235	15.02%	250	15.97%	265	16.93%	275	17.57%

Outcome 2

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

Where are we now?

Include as a baseline, any data (numbers /%) relevant to this outcome and an overview of what has been achieved during the previous plan period.

- 2.1 Currently in our Welsh-medium schools, there are 162 pupil places available for reception age learners. The local authority has set a target of 300 reception places being available for Welsh-medium learners by the end of the plan period. The 300 reception places equates to 10 forms of entry, and the aim is to ensure those places are filled.

Grant funding opportunities from Welsh Government will be maximised in order to support the targeted increase in Welsh-medium primary provision.

The local authority will also continue to explore potential opportunities for delivering certain schemes wholly or partly via section 106, as a contribution for education places to serve new housing development, where applicable.

As at 2020-2021, there were 162 Welsh-medium reception class places which were distributed accordingly:

Ysgol Gymraeg Bro Ogwr	54
Ysgol Cynwyd Sant	45
Ysgol Gynradd Gymraeg (YGG) Calon Y Cymoedd	30
Ysgol Y Ferch O'r Sgêr	33

In January 2019, during the last plan period, YGG Calon Y Cymoedd (formerly known as Ysgol Gynradd Gymraeg (YGG Cwm Garw) relocated to a new school in an area which is considered a central location to serve the Garw and Ogmore Valleys.

While the relocated YGG Calon Y Cymoedd's published admission number (PAN) remained unchanged, the take-up of places at reception increased.

The following table sets out the total number of reception aged learners from January 2018 – 2021:

January 2018	January 2019	January 2020	January 2021
129	121	122	140

On average, over the period of the last plan, 79% of the 162 Welsh-medium reception pupil places available were filled.

Demand for Welsh-medium places has been more prevalent in the south east area of the county borough.

Currently Welsh-medium primary schools and the Welsh-medium secondary school manage their own late comer learners. Each school provides information and guidance for parents and carers upon request.

The development of provision for latecomers and the establishment of an immersion unit is an intention of the local authority. Bridgend was successful in obtaining recent grant funding from Welsh Government to review and plan a way forward in this important area.

The local authority will develop an overarching late comers' policy document which will aid schools, parents and carers. The document will detail the opportunities for late comers, provide guidelines, procedures, responsibility and accountability.

The policy document will be drafted and adopted within the first year of the plan period.

Learner travel

In the case of Welsh-medium education, the local authority offers free home-to-school transport where the walking distance from home to school for primary aged children is greater than two miles or more and for secondary pupils three miles or more.

If any pupil who is unable to be accommodated at their local Welsh-medium school, a place in the next nearest Welsh-medium school in Bridgend is provided, if that is requested. This includes the provision of free home-to-school transport subject to the aforementioned distance thresholds.

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

You may wish to include a high-level timeline against any proposed commitments to increase the number/ % of 5 -year olds receiving their education through the medium of Welsh during the first 5 years of implementation (as a mid-way milestone), and another for the remainder of the Plan.

2.2 Ysgol Gymraeg Bro Ogwr

- During the first five years of the plan, the local authority is seeking to increase Welsh-medium primary school places to serve the Valleys Gateway, Bridgend and Pencoed

areas of the county borough by enlarging and relocating Ysgol Gymraeg Bro Ogwr to an alternative nearby site.

- The new PAN will be 75 (ie 2.5 forms of entry).
- The proposal will be subject to a consultation process under the School Organisation Code during the academic year 2021-2022.
- The school will be funded by Welsh Government's 21st Century Schools and Colleges Programme plus BCBC capital funding.
- The new school, if approved, is scheduled to open in September 2025.
- Currently, Ysgol Gymraeg (YG) Bro Ogwr has a Published Admission Number (PAN) of 54. The proposed new school's PAN is 75. Proposed additional provision identified within the draft WESP at Parc Afon Ewenni and in Bridgend is located within the traditional area served by YG Bro Ogwr. Therefore, Welsh-medium places for the whole area would be increased during 10-year plan, by the additional provision of Welsh-medium places at these schools thereby reducing the demand for places at YG Bro Ogwr.
- 90 full-time equivalent nursery places would be made available at YG Bro Ogwr providing part and full-time provision. The 90 places are broken down as follows:

30 part-time places for learners aged 2-3 (which equates to 15 full-time equivalent places); and
75 full-time places for learners aged 3-4.

- The Published Admission Number for learners at age 4-5 is 75, which aligns with the nursery places available for learners aged 3-4.

Ysgol Y Ferch O'r Sgêr

- Ysgol y Ferch O'r Sgêr will be enlarged from its existing PAN of 30 to 60.
- The proposal has already been subject to a consultation process under the School Organisation Code and Cabinet approval has been received.
- Part funded by Welsh Government's revenue Mutual Investment Model funding and BCBC, the enlarged school will serve the west of the county borough.
- The new school is programmed to open in September 2024.

Increasing the numbers of Mynydd Cynffig Primary School is not anticipated to have any significant impact, as Mynydd Cynffig Primary School is already admitting 2 forms of entry. The proposed enlargement resolves an existing overcrowding issue, as classrooms on the junior site are undersized.

In determining the size of the new school, the local authority considered it prudent to consider the long-term housing strategy for the area. Education and Family Support Directorate officers have determined that a 2 form-entry, Welsh-medium school is appropriate for the Bridgend West area proposal (considering the demand for pupil places that would be created by the potential future housing identified in the Local Development Plan (LDP) candidate sites register and the need to promote the Welsh language and to increase the numbers of non-maintained nursery children transitioning to a Welsh-medium primary school.

From the childcare perspective Cylch Meithrin Y Sgêr is based on the same site as Ysgol Y Ferch O'r Sgêr the links for all aspects of support and transition are highly developed and transition rates are high. The childcare setting can offer up to 24 childcare places.

The provider at Cylch Meithrin Y Sgêr works closely with the local authority early years team and the working party considering how to improve transition from early years childcare to formal Welsh-medium education.

The links are effective, and the setting and the school are working closely on the development of a Ti a fi group to further enhance increase uptake at childcare and then transition on to Welsh-medium education.

The above projects will result in the total number of pupil places for Welsh-medium reception learners increasing from 162 pupil places to 210 (ie 7 forms of entry) by the end of the first five years of implementation of the plan.

2.3 **Porthcawl**

In addition, there is an aspiration to create a Welsh-medium seedling school to serve the Porthcawl area.

Currently, no funding has been allocated for the scheme. However, approval to submit an expression of interest to Welsh Government in respect of the Welsh-medium capital grant funding is being sought from Cabinet.

This scheme would inherently connect to a longer-term proposal to create a new one form entry school in Porthcawl.

The local authority has submitted an expression of interest to Welsh Government for Welsh-medium capital grant funding to support the creation of a Welsh-medium seedling school in the Porthcawl area. Should funding approval be received, the seedling school scheme will be progressed, and a statutory consultation process would take place commencing in April 2022.

Cabinet commitment has been received to create a 1 form entry Welsh-medium school in the Porthcawl area (linked to the Porthcawl Regeneration scheme) and in due course this new school would provide the required continuum of education for the seedling school.

There is a future Cabinet commitment to create a two form-entry, dual-stream school at Parc Afon Ewenni, (which is in the south east of the county borough). The delivery dates for this schools are linked to a wider housing development coming online. The development site is a proposal which is in the process of being considered for Bridgend's new LDP.

Decisions will be made regarding the commencement of Parc Afon Ewenni and Porthcawl schemes in due course. However, as both are linked to wider housing development schemes, it is currently anticipated that they will be delivered during Band C of the programme.

The local authority is currently undertaking an options appraisal identifying potential candidate sites in respect of the Bridgend provision. Again, it is anticipated that the school would be delivered in Band C, as it is linked to a proposed relocation of Ysgol Gyfun Gymraeg Llangynwyd, to a more central location within the county borough. This provision would form part of a new 3-19 school. The outcome of the options appraisal will be reported to Cabinet in due course and a decision taken regarding the way forward.

The local authority would require capital financial support from Welsh Government via the 21st Century Schools and Colleges Programme, and in addition, BCBC would also need to commit capital resources to fund the balance of the cost of each of the projects.

At this point in time, Band C schemes are at a very early stage in the process and would be subject to statutory school organisation code consultation and Welsh Government business case processes.

The demand for Welsh-medium places in the south east of the county borough is recognised and as such will be met through the provision of a proposed dual stream Welsh-medium primary school at Parc Afon Ewenni. Once this school opens, the catchment area for YG Bro Ogwr will change, and the 1 Form Entry additional Welsh-medium provision will be made available specifically to serve the south east of the county borough.

Cabinet commitment is in place to deliver Welsh-medium provision for this area and the additional places will create capacity at the proposed replacement (and enlarged) YG Bro Ogwr. The development of Parc Afon Ewenni is proposed as part of the new LDP, and the creation of infrastructure, which includes the school, is linked to the housing being provided. Land availability has been problematic in the south east, and the development of a school at Parc Afon Ewenni would result in the area being served by a purpose-built new education facility with 210 places for learners aged 4-11, plus nursery provision.

2.4 The local authority in partnership with Central South Consortium (CSC) will provide professional learning and resources for teachers in Welsh-medium schools on how best to support latecomers. CSC will facilitate the sharing of good practice across the region in this area in collaboration with the current Welsh Immersion Unit in Cardiff and any other emerging provision going forward. Welsh in Education Officers will continue to provide bespoke support to individual or groups of schools.

2.5 A promotion plan will be discussed and developed which considers and addresses:

- the barriers to choosing a Welsh-medium education;
- accessibility; and
- proximity of provision.

The plan will cover two elements. Namely, corporate promotion and the support that the local authority can provide to individual schools at a local level. The promotional plan will demonstrate that Welsh-medium education is for everyone. It will contain a template and resources that can be shared with the local community and also disseminated via social media.

2.6 Information regarding a Welsh-medium education which is detailed on the local authority's website will be reviewed to ensure that parents applying for places can easily navigate to the correct pages and locate relevant information.

2.7 The local authority will work with CSC to support English-medium schools in developing workforce and offering apprenticeships.

2.8 The development of provision for latecomers and the establishment of an immersion unit is an intention of the local authority. Bridgend was successful in obtaining recent grant funding from Welsh Government to review and plan a way forward in this important area. The local authority will consider collaboration with other local authorities in terms of Language Immersion Unit provision. This work will be strategically

	<p>planned over a period of time with the aim of increasing the percentage of Welsh taught in English-medium schools, which will be done by targeting participants and providing the necessary support to individual schools.</p> <p>2.9 It is recognised that there is a need for developing bilingualism in Bridgend. Work will be undertaken to understand how other local authorities are transitioning from English to Welsh speaking. The local authority is committed to the fact that the language spoken in the community is of a high-level to sustain the learners outside of school, and currently, this is not available within this geographical area.</p> <p>2.10 The local authority has recently undertaken consultation on the new LDP. The Plan will be submitted to Welsh Government in 2022. In due course the Plan will be subject to public examination prior to adoption. It is anticipated that the process will conclude March/April 2023. It is only at the point of adoption that it would be appropriate to link it to the WESP.</p>
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Where do we expect to be at the end of our ten year Plan?

You should refer back to your ten year target and how commitments made under this Outcome supports your overall vision for increasing Welsh-medium education provision in your area.

	<p>2.11 The 300 place target is applicable to each primary year group. This is essential in order to ensure continuity in education. By increasing the number of reception places from 162 to 300, it is reasonable to assume that most of those learners will transition into Year 1 and therefore, the target for both year groups must correspond.</p> <p>The Welsh-medium targets have been calculated as per Welsh Government's methodology which sets out how local authorities should comply with the provisions in relation to their Welsh in Education Strategic Plans. The targets are based on incrementally growing the number of year 1 pupils taught through the medium of Welsh from the 2019-2020 baseline.</p> <p>Bridgend's lower range target (provided by Welsh Government) for 2030-31 is 215 learners (14%) and the upper range is 275 learners (18%).</p> <p>2.12 As detailed at 2.1, the local authority will continue to seek grant funding opportunities from Welsh Ministers for capital build projects. Business cases will be robust and will clearly demonstrate the need for investment in Welsh-medium education.</p> <p>2.13 In addition to the seven forms of entry which will be delivered during Band B, as outlined, there is a Cabinet commitment to deliver the</p>
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following Welsh-medium provision during the next phase of the programme which aligns to the 10-year WESP:

- A one form entry school at Porthcawl (ie 30 PAN)
- A dual-stream two-form-entry school at Parc Afon Ewenni (subject to that site being taken forward in the next Local Development Plan) (ie 30 PAN for Welsh-medium pupils)

Also, the local authority is undertaking an options appraisal process to create an additional one form entry provision central to the Bridgend area (ie. PAN 30).

There is a future Cabinet commitment to create a one form-entry school in Porthcawl and a two form-entry, dual-stream school at Parc Afon Ewenni, (which is in the south east of the county borough). The delivery dates for these schools are both linked to wider housing developments coming online, and both development sites are proposals which are in the process of being considered for Bridgend's new LDP.

Currently, it is not possible to provide an accurate timescale for delivery of the schools. However, it is anticipated that they will be delivered within Band C of the School Modernisation Programme.

In respect of the Bridgend provision, the local authority is currently undertaking an options appraisal identifying potential candidate sites. Again, it is anticipated that the school would be delivered in Band C, as it is linked to a proposed relocation of YGG Llangynwyd, to a more central location within the county borough. This provision would form part of the new 3-19 school. At present, the local authority is undertaking an options appraisal identifying potential candidate sites. The outcome will be reported to Cabinet.

- 2.14 Subject to funding and the proposals detailed coming to fruition, at the end of the 10-year plan period there will be 10 forms of entry at primary school level, thereby increasing the number of places for reception age learners from 162 to 300. The Welsh-medium targets have been calculated as per Welsh Government's methodology which sets out how local authorities should comply with the provisions in relation to their Welsh in Education Strategic Plans. The targets are based on incrementally growing the number of year 1 pupils taught through the medium of Welsh from the 2019-2020 baseline. Bridgend's lower range target (provided by Welsh Government) for 2030-31 is 215 learners (14%) and the upper range is 275 learners (18%).
- 2.15 The local authority will have developed an overarching late comers' policy document which will aid schools, parents and carers. The document will detail the opportunities for late comers, provide guidelines, procedures, responsibility and accountability.

2.16 In October 2021, Bridgend submitted a bid for an Immersion Grant to Welsh Government which was approved.

The total amount of the bid is £97,780. The bid includes a research project with Vale of Glamorgan Council exploring Welsh-medium primary and secondary immersion, and a research project within Bridgend.

The local authority will ensure that Welsh immersion is available for late comers so that learners can become fluent in Welsh and attend mainstream Welsh-medium schools. Consideration will be given to the requirements establishing the unit within the period of the plan, and in the short-term, alternative interim measures will be put in place (ie funding schools for additional late comer support and/or collaboration with other authorities where immersion units have already been established).

Key Data

In the table below, add annual data projections that reflect what is set out above relating to this outcome. Please comment in this box.

2.18 The following annual projections have been calculated using the base data provided by Welsh Government (ie 2019-2020) and incrementally increased in line with anticipated uptake in Welsh-medium education and the planned additional pupil places being available during the period of the ten-year plan, as programmed.

2.19 The 2031-2032 target of 265 reception pupils (ie16.93%) sits between the lower and upper range target (ie 14%-18%). Should all of the planned 300 pupil places fill, this would result in 19.16% of reception age pupils would be in receipt of a Welsh-medium education. The 16.93% mid-point target is ambitious. However, it is considered achievable, should all the deliverables within the plan come to fruition.

300 places across the county borough would be available for 5-year-olds by the end of the plan period. However, it is expected that not all places would be filled, hence the target of 265.

Secondary projections have been calculated which incorporate the planned targets as set out in the WESP for reception age learners.

The projections demonstrate that the existing provision at YGG Llangynwyd is sufficient to accommodate the projected demand for places, as the targets will take a few years to feed through the system.

However, at the end of the plan period additional secondary places will be required, assuming that the targets set will be realised.

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Numbers and % of 5-year olds receiving their education through the medium of Welsh									
2022 – 2023		2023 – 2024		2024 – 2025		2025 - 2026		2026 – 2027	
140	8.94%	150	9.58%	160	10.22%	170	10.86%	190	12.14%
2027 – 2028		2028 – 2029		2029 – 2030		2030 - 2031		2031 – 2032	
200	12.78%	205	13.10%	235	15.02%	250	15.97%	265	16.93%

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?

Include as a baseline, any data (numbers /%) relevant to this outcome and an overview of what has been achieved during the previous plan period.

The data table below tracks the numbers of pupils transferring from one year in Year 6 into Year 7 the following year. Although it shows a decrease in numbers from Year 6 to Year 7 each year, it is encouraging that the 'leakage' has reduced since 2017. The local authority regularly analyses the data to look for patterns and specific reasons for the 'leakage'. There isn't one contributing factor as to why this occurs.

Welsh Primary Schools Year 6 Pupils	YGG Llangynwyd Year 7 Pupils	Percentage increase/decrease
PLASC 2016	PLASC 2017	
122	110	- 9.84%
PLASC 2017	PLASC 2018	
119	114	-4.2%
PLASC 2018	PLASC 2019	
110	106	-3.64%

							medium education
2016	65	20	37	27	149	1631	9.14%
2017	41	21	37	25	124	1593	7.78%
2018	55	13	41	29	138	1694	8.15%
2019**	64	28 **	41	29	162	1780	9.10%
2020	53	21	38	24	136	1713	7.94%

- Given the small numbers involved, any difference year-on-year needs to be interpreted cautiously because a small change can impact on the proportions (eg one family move in/out of the area or a new school opens). The figures above show a similar pattern over the years with little variation. As part of our aspiration to meet ambitious targets set by Welsh Government, there has been a significant amount of promotional work designed to encourage more families to consider Welsh-medium education for their child/ren. Given that these are pitched at mothers/fathers/carers from the birth of their child/ren, we anticipate that the increase in numbers should begin to feed through to Year 3 in approximately five years' time.
- While the actual number has decreased from 2019-2020, this is reflective of the smaller cohort. The proportion of the cohort learning through the medium of Welsh has remained like previous years, although 2019 showed a slightly higher figure – potentially related to the opening of Ysgol GG Calon y Cymoedd in January 2019.

3.2 The pandemic offered the opportunity for some support for latecomers to YGG Llangynwyd. The development of provision for latecomers and the establishment of an immersion unit is an intention of the local authority. Bridgend was successful in obtaining recent grant funding from Welsh Government to review and plan a way forward in this important area.

3.3 The local authority and CSC have worked with schools to use their additional RRRS funding to employ additional staff to run intervention and catch-up groups for pupils. As a result of this pupils have begun to recover some of their oracy, reading and writing skills.

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

You may wish to include a high-level timeline against any proposed commitments to increase the number / % of learners continuing to improve their Welsh language skills when transferring from one stage of their statutory education to another during the first 5 years of implementation (as a mid-way milestone), and another for the remainder of the Plan.

- 3.4 As part of our aspiration to meet ambitious targets set by Welsh Government, there has been a significant amount of promotional work designed to encourage more families to consider Welsh-medium education for their child/ren. Given that these are pitched at mothers/fathers/carers from the birth of their child/ren, we anticipate that the increase in numbers should begin to feed through to Year 3 in approximately five years' time.
- 3.5 Promotion of strategies for the effective use of Welsh in formal and informal situations across all sectors and age ranges. They will also continue to promote local, regional, and national initiatives aimed at promoting Welsh as a subject and medium of education.
- 3.6 The local authority will work closely with CSC and targeted schools where transition rates may be a cause of concern and publish resources to support and reassure parents/carers regarding transition between phases.
- 3.7 Provide advice, professional learning and resources to specific English-medium schools identified to increase the percentage of the curriculum taught through the medium of Welsh
- 3.8 Support local, regional, and national programmes for Welsh Language development by providing advice, professional learning, and support to practitioners to acquire and improve their Welsh Language skills. This will increase the capacity of teachers and support staff able to teach Welsh and through the medium of Welsh across all sectors.
- 3.9 Collaborate with the Welsh-medium secondary sector to provide subject specific professional learning particularly in areas of Welsh-medium practitioner shortage in the following ways:
- implement Welsh Language Immersion support across local authorities;

- provide opportunities for Welsh-medium schools to engage in initiatives to monitor linguistic progression eg comparative judgement;
- facilitate collaboration between primary and secondary schools to produce resource that promote linguistic progression to parents/carers;
- provide advice, professional learning, and resources to support schools to implement Welsh across the Curriculum thus increasing the amount of learning provision offered.
- share good practice across the region in a variety of ways (eg webinars, podcasts, blogs and learning walks).

3.10 Opportunities will be provided for Welsh-medium schools to engage in initiatives to monitor linguistic progression (eg comparative judgement).

3.11 There will be facilitation of collaboration between primary and secondary schools to produce resources that promote linguistic progression to parents/carers.

3.12 Advice, professional learning and resources will be provided to support schools to implement Welsh Across the Curriculum thus increasing the amount of learning provision offered. The sharing of good practice across the region in a variety of ways (eg webinars, podcasts, blogs and learning walks).

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

3.13 This WESP sets out Bridgend County Borough Council's plan over the next 10 years to increase and improve the planning of Welsh-medium education.

3.14 It is the local authority's expectation that we would not lose children at critical transition points.

Remember to delete the *blue text* before submitting your Plan

3.15

YGG Llangynwyd -

Amcanestyniadau Ionawr 2021-2029 / Projections Jan 2021-2029 - including WESP target

Blwyddyn / Year Oed / Age	7	97%	98%	96%	99%	57%	74%	Cyfanswm /Total	Cyfanswm Adeiladau Newydd	Cyfanswm Disgyblion Newydd	Cyfanswm Disgyblion Post 16	Cyfanswm Diwygiedig Revised Total 11-18
	11-12	12-13	13-14	14-15	15-16	16-17	17-18		Total New Build	Total New Pupils 11 - 16	Total New Pupils ôl-16	
2015	114	80	108	98	84	65	58	607				
2016	108	114	77	109	99	55	55	617				
2017	110	106	110	75	105	69	42	617				
2018	114	107	106	104	75	65	53	624				
2019	106	108	102	102	102	45	49	614				
2020	125	106	106	99	101	53	32	622				
2021	112	123	107	103	98	66	48	657	449	6	1	665
2022	120	109	121	103	102	56	49	660	269	4	1	672
2023	141	116	106	116	102	58	41	680	153	2	0	695
2024	122	137	114	102	115	58	43	691	60	1	0	707
2025	112	118	134	110	101	65	43	683	64	1	0	700
2026	107	109	134	129	108	58	48	693	60	1	0	711
2027	111	104	116	129	127	62	43	692	45	1	0	710
2028	127	108	106	111	127	73	46	698	0	0	0	716
2029	140	123	102	102	110	73	54	704	0	0	0	722

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* Housing yield is based on the fact that on average YGG take 7% of the county's overall population. I've taken 7% of the county's overall housing yield.

% of YGG Llangynwyd vs Overall School Population (overall data taken from Comprehensive Projections 2021-2029)

	Yr 10 (age 14-15)			Year 11 (age 15-16)			Year 12 (age 16-17)			Year 13 (age 17-18)			All Years 10 - 13 (ages 14-18)		
	Llangynwyd	All	%	Llangynwyd	All	%	Llangynwyd	All	%	Llangynwyd	All	%	Llangynwyd	All	%
2015	98	1499	7%	84	1632	5%	65	1030	6%	58	806	7%	305	4967	6%
2016	109	1601	7%	99	1477	7%	55	954	6%	55	784	7%	318	4816	7%
2017	75	1445	5%	105	1564	7%	69	893	8%	42	710	6%	291	4612	6%
2018	104	1474	7%	75	1378	5%	65	897	7%	53	670	8%	297	4419	7%
2019	102	1498	7%	102	1455	7%	45	770	6%	49	723	7%	298	4446	7%
2020	99	1597	6%	101	1413	7%	53	808	7%	32	617	5%	285	4435	6%
2021	103	1515	7%	98	1555	6%	66	779	8%	48	727	7%	315	4576	7%
2022	103	1635	6%	102	1463	7%	56	857	7%	49	611	8%	309	4566	7%
2023	116	1636	7%	102	1579	6%	58	800	7%	41	673	6%	317	4688	7%
2024	102	1606	6%	115	1581	7%	58	879	7%	43	625	7%	318	4691	7%
2025	110	1626	7%	101	1551	7%	65	879	7%	43	691	6%	319	4747	7%
2026	129	1685	8%	108	1570	7%	58	855	7%	48	689	7%	343	4799	7%
2027	129	1647	8%	127	1628	8%	62	871	7%	43	677	6%	361	4823	7%
2028	111	1618	7%	127	1584	8%	73	889	8%	46	689	7%	357	4779	7%
2029	102	1529	7%	110	1563	7%	73	882	8%	54	694	8%	339	4667	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?

Include as a baseline, any data (numbers /%) relevant to this outcome and an overview of what has been achieved during the previous plan period.

- 4.1 The table below shows that the number of 14 to 16 year-old students studying Welsh as a first language (through the medium of Welsh) has remained stable at around 100 pupils per year. These numbers match the cohort size of the only Welsh-medium secondary school in the borough.

We have also included the numbers of students who have been entered for examinations in Welsh as a second language and the impact of the Welsh second language full course becoming compulsory in 2017.

	Welsh 1st Language	Welsh 2nd Language (Full)	Welsh 2nd Language (Short)
2016	98	585	784
2017	99	877	769
2018	77	1185	*
2019	99	1094	*
2020	100	1122	*
2021	99	1189	*

*In September 2017, full course GCSE Welsh second language became compulsory

- 4.2 The table below shows that the number of 16 to 19 year-old students studying Welsh as a first and second language declined in the year 2020. However, numbers increased again in 2021. Data is from WJEC USA files.

	Welsh 1st Language	Welsh 2nd Language
2016	9	22
2017	10	29
2018	10	14
2019	9	16
2020	2	9
2021	9	19

- 4.3 YGG Llangynwyd Year 12/13 population figures from PLASC 2016-2021 show there was a decrease in the numbers continuing to study through the medium of Welsh, although this may be attributed in part to the smaller cohort size. The numbers have increased in 2021.

PLASC figures for YGG Llangynwyd

January	Year 12	Year 13
2016	55	55
2017	69	42
2018	65	53
2019	45	49
2020	53	32
2021	66	48

January	Year 11	% moving from Year 11 to Year 12
	(2014/2015) 84 (1 alternative provision)	
2016	(2015-2016) 99 (2 alternative provision)	66.3%
2017	(2016-2017) 105	71.1%
2018	(2017-2018) 74	61.9%
2019	(2018-2019) 101	60.8%
2020	(2019-2020) 101	52.5%
2021	(2020-21) 101 (3 on alternative provision)	65.4%

- 4.4 Within key stage 4, there are currently two learners from YGG Llangynwyd who access the 'Junior Apprenticeship' scheme. One learner is on the Hair and Beauty Course and one learner is on the Construction Course. Although these specialist courses are delivered through the medium of English all the support and wellbeing are offered bilingually. At Post-16, one learner from YGG Llangynwyd is studying Criminology at Bridgend

College through the medium of English as this specialist subject is not available through the medium of Welsh. The local authority is currently working with Bridgend College to investigate opportunities for increased Welsh-medium provision at Post-16.

4.5 YGG Llangynwyd work in collaboration with Mudiad Meithrin to offer the Level 3 Diploma in Child Care. This has been an effective way of increasing the number of education support staff / nursery staff who could work in the Welsh-medium sector which is beneficial in terms of increasing capacity in the county. This collaboration has been very successful with learners returning to school and working in the primary sectors within the local authority.

4.6 There are strong collaboration arrangements already in place between Bridgend and Rhondda Cynon Taf (RCT). There is also some collaboration with Bridgend College at Post-16. Further education institutes (FEIs) are working to investigate demand for Welsh-medium provision for younger pupils (Year 10 and up) and to look at their capacity to deliver courses through the medium of Welsh.

4.7 Collaboration has been in place between YGG Llangynwyd and Ysgol Llanhari in RCT since the sixth form was established in 2013. Collaboration affords learners the opportunity to study A/S and A-level qualification(s) that they are not able to do in their 'Home School.' Learners can travel to the 'host school' where they receive 'Hybrid Learning' in the form of face-to-face sessions as well as online lessons. This takes away the travel time for the learner, which can help with the retention of learners on courses not studied at the home school. The learners gain more independence within their studies as they must adapt to new teaching styles, a new environment along with building friendships with their new peers, which can be a daunting experience.

4.8 There is a list of courses that are offered collaboratively across both schools so that learners can have access to a wider choice of qualifications through the medium of Welsh. The following are offered annually:

Delivered at YGG Llangynwyd

- BTEC Sport
- BTEC Public Services
- Business (Vocational)
- Design and Technology
- ICT
- Physics
- Physical Education
- Drama

Delivered at Ysgol Llanhari

- Sociology

- Health and Social Care

The delivery of Music is shared across both schools.

4.9 In addition to these subjects, which form a part of the curriculum offer each year, representatives from both schools attend open evenings, provide videos etc. There is an annual review of the qualifications needed by both schools so that courses with limited numbers can still be made available. Examples of these in the past have been History and Geography. Collaboration has been successful for example, to alleviate short term staffing issues. One school delivers half the course to ensure it can keep running during maternity absence for example.

4.10 The figures below indicate the number learners involved in collaboration for 2021/2022.

Year 12

- Health and Social Care: 7 from YGG Llangynwyd attend Ysgol Llanhari.
- Sociology: 4 from YGG Llangynwyd attend Ysgol Llanhari.
- Physics: 2 from Ysgol Llanhari attend YGG Llangynwyd.
- Sport BTEC: 4 from Ysgol Llanhari attend YGG Llangynwyd.
- Public Services BTEC: 3 from Ysgol Llanhari attend YGG Llangynwyd.

20 in total

(16.2% of YGG Llangynwyd cohort access a collaborative courses).

(22.5% of Ysgol Llanhari cohort access at least one collaborative course).

(19.8% across both schools access at least one collaborative course).

Year 13

- Health and Social Care: 6 from YGG Llangynwyd attend Ysgol Llanhari.
- Sociology: 1 from YGG Llangynwyd attend Ysgol Llanhari.
- Public Services BTEC: 2 from Ysgol Llanhari attend YGG Llangynwyd.
- Design and Technology: 2 from Llanhari attend YGG Llangynwyd.

11 in total

(12.7% of YGG Llangynwyd cohort access a collaborative courses).

(16.7% of Ysgol Llanhari's cohort access a collaborative course).

(13.9% both schools access at least one collaborative course).

4.11 Curriculum leads for both schools have a very close working relationship and are both 'Quality Nominees' for the vocational provision. There are half termly meetings to review current provision as well as plan for the following year. Following a 'free choice' run in Year 11, both curriculum leads collaborate on creating appropriate options columns which consider

the needs of both cohorts. Schools share calendars of events as well as data deadlines so that any collaboration course is reported in the same way as all other home delivered courses including access to teachers during parents' evenings. There are timetabled meetings between both Heads of Sixth Form to discuss progress and provision and a shared secure space to share information between them and teachers and vice versa. Examination officers of both schools also have a close working relationship with procedures in place to ensure accurate registrations etc. Following the need for distance learning in 2020-2021, the provision is now hybrid – with half the lessons face-to-face with learners travelling to the other school and half provided through distance learning.

- 4.12 Secondary schools are supported to take steps to increase the number of qualifications that learners can study through the medium of Welsh through collaboration. The local authority funds transport costs for collaborative courses offered.
- 4.13 Welsh language is offered as A-level subject in schools, and schools are supported to maintain smaller class sizes through collaboration between schools to create a viable class size. Transport costs are provided by the local authority. Where the demand to learn A-level Welsh (as a second language) is not sufficient to create a viable class in a Sixth Form, it is offered as a collaborative course in column D. This means that any learner can access Welsh at advanced level through collaboration. Widening the option to another option column could be discussed with the 'Curriculum Leaders Group' annually to monitor numbers and look to expand access into A-level Welsh. Schools often make use of the 'free run' option results from Year 11 and ascertain which columns subjects would be best suited in to optimise numbers.

Below is a table listing the collaboration courses currently available as of September 2021.

Option X	Option Y	Twilight
Economics Brynteg	Physics Bryntirion	Law
French Bryntirion	Welsh Bryntirion	Criminology
Physics Brynteg	H&SC Cynffig	E-Sports
Computer Science Bryntirion	Music Porthcawl/Bry nteg	Dance
Drama Porthcawl	Drama Pencoed	Film studies
Electronics Porthcawl	Textiles Porthcawl	

PE Porthcawl		
Further Maths Porthcawl		

- 4.14 The local authority and CSC will support English-medium primary and secondary schools to increase provision in Welsh by utilising the Cymraeg Campus Programme. The objective of Cymraeg Campus is to provide a clear framework to promote and increase the use of Welsh by children and young people in a whole school context. The programme's main aim is to promote a strong Welsh culture and ethos in schools and to provide a range of enriching activities that propel the children to enjoy learning Welsh. CSC offer a wide range of professional learning and networking opportunities across all English-medium schools that include Welsh Language Development for practitioners, whole school leadership of Welsh, support, and networking opportunities for post sabbatical practitioners.

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

You may wish to include a high-level timeline against any proposed commitments to increase the number/% of learners studying for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh during the first five years of implementation (as a mid-way milestone), and another for the remainder of the Plan.

- 4.15 Improved retention and transition rates may impact on this outcome during the first five years of this plan. This will be monitored closely by local authority officers.
- 4.16 There may need to be a greater emphasis on blended/remote learning approaches in the first instance to ensure that pupils are able to access a wider range of courses (where there is not capacity to teach certain specialist subjects through the medium of Welsh now). Additional resources have been created by CSC specifically for Welsh speakers. Schools could draw on as part of their blended/remote learning offer if schools are required to deliver through this medium. They can be accessed via the direct teaching repository on the CSC website.

Direct Teaching Resources:

<https://www.cscjies-cronfa.co.uk/repository/discovery?sort=recent&categories=53a30a9b-07e6-493b-a576-a0c20d149669&strict=0>

Blended Learning Resources:

Primary:

<https://www.cscjes.org.uk/repository/discovery/resource/ace3482b-6f51-43a2-8851-0e74ebcad4c6/en?sort=recent&categories=5701ee78-ee41-4abc-aa37-2c4d28aa0111&strict=0>

Key Stage 3:

<https://www.cscjes.org.uk/repository/discovery/resource/259ce68d-7826-442c-bacb-8ee6776f1f07/en?sort=recent&categories=5701ee78-ee41-4abc-aa37-2c4d28aa0111&strict=0>

Key Stage 4:

<https://www.cscjes.org.uk/repository/discovery/resource/e77682fd-cc53-48a5-af06-bd640a6a35b4/en?sort=recent&categories=5701ee78-ee41-4abc-aa37-2c4d28aa0111&strict=0>

4.17 The local authority will work with secondary schools to coordinate the provision of Welsh as a subject in all settings. In Post-16 this is achieved via collaborations as most schools do not have viable numbers for a class. There could be a possibility that there is some virtual collaboration at key stage 4.

4.18 Working in collaboration with CSC the following areas will be addressed:

- ensuring high quality teaching and learning in all Welsh-medium schools;
- increase in the number of pupils transferring from primary to secondary- ensuring high transition rates from all primary feeder schools;
- promote the benefits of Welsh-medium education with parents/carers and how parents/carers can support even if they don't speak Welsh at home;
- consider use of digital technology to increase qualification offer through the medium of Welsh for example explore e-sgol;
- develop collaboration with the Welsh-medium secondary sector to provide subject specific professional learning particularly in areas of Welsh-medium practitioner shortage;
- develop and implement a strategic marketing strategy to promote Welsh as an A-level subject (use of social media, past pupil/parent experiences, promote advantages);
- work with external providers and Welsh Government on any national initiatives to promote Welsh as an A-level subject; and
- consider use of digital technology to increase the qualification offer through the medium of Welsh.

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

You should refer back to your ten year target and how commitments made under this Outcome supports your overall vision for increasing Welsh-medium education provision in your area.

4.19 This target will depend on current cohort numbers in the system. This outcome will be impacted by the extensive work that has been undertaken to attract early years into Welsh-medium provision. This will take time to come to fruition but should have been realised at the end of the 10-year plan.

4.20 There are various pieces of work which would have been embedded such as:

- introduction of immersion for latecomers;
- opening of the new early years' settings should be embedded;
- supporting parents to support their children.
- training for education staff to learn Welsh; and
- improve the Welsh language for teaching (eg Welsh Government sabbatical scheme).

4.21 Collaboration between YGG Llangynwyd and Ysgol Llanhari will have proven successful. Through the The 'Hybrid' form of collaboration, YGG Llangynwyd would have explored the possibility to negotiate collaboration between YGG Llangynwyd with schools in other local authorities would have been explored.

Outcome 5

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

Where are we now?

Include as a baseline, any data (numbers /%) relevant to this outcome and an overview of what has been achieved during the previous plan period.

- 5.1 The Council is committed to inspiring children and young people to use Welsh in all aspects of their lives. There is strong collaboration with CSC and the schools to share good practice.

Since launching the Siarter Iaith in our Welsh-medium schools and the Siarter Iaith Cymraeg Campus in our English-medium schools, innovative work has been undertaken by the schools to increase the social use of Welsh within the whole school community.

5.2 **Siarter Iaith Cymraeg Campus (English-medium)**

	Bronze	Silver	Gold
Number of schools	10	3	1

Siarter Iaith (Welsh-medium)

	Bronze	Silver	Gold
Number of schools	4	4	

Ysgol Bryn Castell Special School and Maesteg School are currently involved in the Cymraeg Campus pilot for secondary schools.

CSC is in the process of reviewing both its business planning objectives and is undertaking a self-evaluation review. As part of both these activities, an evaluation of the project is taking place. CSC shares effective practice using a variety of sources including, twitter, CSC website and various communications.

- 5.3 There are various activities for children and young people to become engaged with to ensure that they can experience Welsh as a living language and within their communities. They are as follows:

- links with the Urdd (sporting, Eisteddfod, Glan Llyn, Llangrannog;

- visits into schools and regular sessions with Post-16, Cymraeg Bob Dydd);
- links with Menter Iaith Bro Ogwr, mostly with Post-16.
- school Eisteddfodau;
- Diwrnod Shwmae/Dydd Miwsig Cymru;
- trips – Tafwyl;
- visits/performances from Mr Phormula, Candela, Tudur Cloccio;
- Welsh assemblies;
- encouragement and training for staff to use Welsh in their lessons as much as possible;
- awards given by the pupils to one member of staff per half-term for the most use of Welsh in lessons;
- extra merits for pupils for use of Welsh;
- use of Welsh Swogs who consult with the Welsh department on content of learning and then deliver a section of this to their form classes;
- Criw Cymraeg;
- use of social media to encourage parents to use some Welsh too;
- use of the “Athrawes Fro”

5.4 In 2021, Bridgend County Borough Council used the Welsh Government Hwb Infrastructure Grant, to ensure all pupils attending Welsh-medium schools in Bridgend benefit from a one-to-one, pupil/device ratio.

In June 2021, Welsh-medium schools in Bridgend received the following number of Chromebook devices:

School	Number of Chromebook devices
Ysgol Gyfun Gymraeg Llangynwyd	544
Ysgol Gymraeg Bro Ogwr	128
Ysgol Y Ferch O'r Sgêr	160
Ysgol Cynwyd Sant	192
Ysgol Gynradd Gymraeg Calon y Cymoedd	96

The Welsh Government Hwb Infrastructure Programme has also been completed at all the above schools, so they are benefitting from new Aruba switches and improved WiFi access points.

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

You may wish to include a high-level timeline against any proposed commitments to increase opportunities for learners to use Welsh in different contexts in school during the first 5 years of implementation (as a mid-way milestone), and another for the remainder of the Plan.

- 5.5 A sub-group of the WESP will be established to drive this area of work forward. Mapping of what is available from, for example Urdd, Menter Iaith and ensure that there is good publicity is important. Youth workers and the Youth Council will be involved in this area of work to ensure that the local authority has the voice of children and young people at the core of this development. An important aspect if this work will be to explore opportunities within communities.
- 5.6 Develop an early engagement model of support for non-maintained settings in targeted areas to enhance children's early linguistic experiences.
- 5.7 High quality Welsh Language, Literacy and Communication professional learning will be evident in schools and bespoke support for individual schools/clusters.
- 5.8 Professional learning and support for Welsh Language Immersion.
- 5.9 Resources to support the new curriculum will be developed.
- 5.10 Language Charter data will be shared with the WESP Forum on a regular basis. Promote the resources which are on the Welsh Government website.
- 5.11 Provide all schools with a designated CSC lead officer to support Language Charter and Cymraeg Campus progress. Promote, support, challenge and accredit all schools to make progress with the Language Charter and Cymraeg Campus Awards. Evaluate and share best practice.
- 5.12 Encourage the language development and engagement with parents. The local authority will continue to work collaboratively with RHaG as members of the WESP Forum.
- 5.13 Consider the support that YGG Llangynwyd could provide for English-medium schools. Also consider the peer-to-peer support from the Welsh-medium primary schools, for example Bore Coffi.
- 5.14 Encourage the development of the digital space for children and young people and an incentive to engage with the language. For example, Minecraft, Roblox.
- 5.15 The local authority will ensure alignment with the Council's Five-Year Welsh Language Promotion Strategy 2021-2026. The lead officer is a

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member of the WESP Forum and a member of the training and apprenticeship sub-group thus ensuring partnership working and the compatibility of both strategies.

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

You should refer back to your ten year target and how commitments made under this Outcome supports your overall vision for increasing Welsh-medium education provision in your area.

- 5.1 All schools within Bridgend County Borough Council would have achieved the Gold status of Siarter Iaith and Siarter Iaith Cymraeg Campus.

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?

Include as a baseline, any data (numbers /%) relevant to this outcome and an overview of what has been achieved during the previous plan period.

- 6.1 Bridgend County Borough Council (BCBC) has been fully involved and compliant with the preparation for the implementation of the Additional Learning Needs and Educational Tribunal Act (ALNET) (Wales) 2018 for September 2021. The Council will ensure that all necessary steps are taken to continue to comply with the ALNET Act in providing a bilingual system of ALN provision and support the 0 to 25 age range in line with the ALNET Act.
- 6.2 The Additional Learning Needs Code for Wales 2021 places a duty upon a local authority to keep additional learning provision (ALP) under review. The Council will consider the extent to which these arrangements are sufficient to meet the ALN of children and young people for whom we are responsible.
- 6.3 The Council will give full consideration to the sufficiency of the ALP in Welsh and also the size and capability of the workforce which also involves consideration of the Welsh-medium workforce.
- 6.4 BCBC has taken a proactive approach to reviewing their current position to respond to changes in demand and to make services fit for purpose in terms of addressing the current and future needs of children and young people with ALN. Following a procurement exercise, Peopletoo were commissioned in March 2020 by BCBC to undertake this Additional Needs Strategic Planning Review.
- 6.5 The review sought to:
- identify the current ALN needs of the school population and current ALN provision in Bridgend's 59 schools and pupil referral unit (PRU);
 - project the likely future ALN need (demand) and future provision to meet those needs (supply);
 - identify any gaps in provision;
 - explore the need for a BCBC ALN pupil database;

- (if applicable) propose alternative models to meet the likely future ALN demand; and
- identify the required budget for possible options identified from the ALN provision review.

- 6.6 The review concluded in autumn term 2020. The local authority recognises its statutory responsibility in continually analysing demand and planning for appropriate provision to meet the needs of all learners with an ALN.
- 6.7 One of the recommendations from the review was improving the breadth of and responsiveness of provision. In relation to Welsh-medium the recommendation is to review and revise the model of Welsh-medium moderate learning difficulties (MLD) provision to ensure that the approach is equitable to English-medium provision. A report was submitted to Cabinet in December 2021 for permission to consult with the proposal to open a MLD learning resource centre (LRC) at Ysgol Cynwyd Sant on 1 September 2021. Permission was granted and the consultation runs from 11 January 2022 to 25 February 2022. Secondary provision for MLD through the medium of Welsh is currently being reviewed.
- 6.8 LRCs were opened at YGG Calon Y Cymoedd in 2019 and YGG Llangynwyd in 2018 for pupils with a diagnosis of autistic spectrum disorder (ASD). This means that if a pupil has a diagnosis of ASD and speaks Welsh, then that pupil can continue education through the medium of Welsh. This meets the demand for places.
- 6.9 There is currently a sensory review being undertaken across CSC to consult upon establishing a regional sensory service. The local authority is committed to consider any provision with neighbouring local authorities.
- 6.10 The opening of an observation and assessment class is proposed to open in conjunction with the school modernisation programme and plans for YGG Bro Ogwr.
- 6.11 There are local authority officers who work with and support children and young people through the medium of Welsh. There are for example, specialist teachers, educational psychologists, learning support officers (LSOs) and special needs support assistants (SNSAs) who speak Welsh.

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

You may wish to include a high-level timeline against any proposed commitments to increase the Welsh-medium education provision for learners with additional learning needs during the first five years of implementation (as a mid-way milestone), and another for the remainder of the plan.

- 6.11 Analyse demand, utilising data to develop and plan for ALN provision in during the first five years of the WESP.
- 6.12 Ensure all reasonable steps are taken for all learners with ALN or emerging needs to access support from the local authority's mainstream schools, special schools and advisory services through the medium of Welsh to ensure that there is full compliance with the ALNET Act 2018 and a bilingual system for pupils with ALN.
- 6.12 A strategic overview of workforce linguistic skills across all schools will be in place.
- 6.13 Recruit and develop specialist staff to meet the growth and change in provision which will include early years and childcare.
- 6.14 In collaboration with CSC, curriculum provision and resources will be appropriate for any pupil with ALN in both Welsh-medium and English-medium schools.
- 6.15 Work in partnership with the Social Services and Wellbeing Directorate and Bridgend College to ensure appropriate additional learning provision and essential workforce.
- 6.16 Ensure that parents and carers are fully engaged through the various forums and consultation meetings which are in the local authority. Appropriate, accurate and timely information is on the Council website.

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

You should refer back to your ten year target and how commitments made under this Outcome supports your overall vision for increasing Welsh-medium education provision in your area.

- 6.17 It is the local authority's commitment that any child or young person who speaks Welsh and has an ALN requiring an ALP, will be able to continue their education through the medium of Welsh.

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?

Include as a baseline, any data (numbers /%) relevant to this outcome and an overview of what has been achieved during the previous plan period.

7.1 Percentage of teachers in Welsh-medium schools.

- The % of teachers in WM schools as a % of all teachers in Bridgend is 8.17%.
- The school staff involved in Welsh language sabbaticals are as follows:

Welsh in a year September 2019 – August 2020.

- Garth Primary School – CH
- St Mary's & St Patrick's Catholic Primary School – CM
- Nottage Primary School – MN
- Nottage Primary School – MD
- Llangynwyd Primary School – NT

Welsh in a year September 2020 – August 2021

- Newton Primary School – HJ
- Betws Primary School – JB

Entry – January 2020

- Pencoed Primary School – AD-J

- Pencoed Primary School – LH
- Pencoed Primary School – LP
- Pencoed Primary School – NC
- Penybont Primary School – BS
- St Mary's & St Patrick's Catholic Primary School – KB

Some other schools applied for the intermediate course during summer term 2020 but due to the pandemic, this had to be deferred until Summer 2021.

The intermediate course is new to the sabbatical course package and is aimed at teachers who have already undertaken one of the sabbatical courses in the past, but who may have lost confidence due to lack of opportunity to use their skills

The following schools applied:

- Trelales Primary School – IG
- Betws Primary School - TF
- Pencoed Primary School - – AW

The format of the sabbatical changes each year depending on Welsh Government funding and priorities. Teachers and support staff have access to sabbaticals at various points and by various models, for example for a full year, term and blended learning. Currently the sabbatical is for a whole year for teachers.

In 2020, in Wales 27.2% said they were trained to work, currently work or have worked through the medium of Welsh and feel confident to do so.

In Bridgend, 144 teachers work in Welsh-medium schools (10.9%) and a further 80 teachers can work in a Welsh-medium school (6%). There are also 352 teachers working in English-medium schools teaching Welsh (26%). A total of 43% of teachers, either work or able to work and teach Welsh in schools in Bridgend.

Welsh-medium schools in Bridgend are proactively exploring ways to address the capacity of the workforce. There are examples where Welsh-medium schools are developing their own staff. For example, at YGG Llangynwyd, putting unqualified staff through the initial teacher training (ITT) route.

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CSC offers a significant professional learning offer to teaching and support staff across Bridgend. There is no cap on the numbers attending from each school. It is for schools, through their own evaluation and improvement activities to decide on how many staff should attend.

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School workforce annual census (SWAC) - 2020

Number of Staff and their Welsh Language Ability

	Welsh Language Ability							Total
	No Skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient Level	Info Not Obtained	
ALL PRIMARY SCHOOLS	9	185	244	75	27	84	2	626
ALL SECONDARY SCHOOLS	233	161	80	20	28	139	11	672
SPECIAL SCHOOLS	18	25	13	3	2	4		65
PRU	5	7	5		1			18
WELSH PRIMARY SCHOOLS					4	45		49
WELSH SECONDARY SCHOOL				1	3	52		56

Number of Staff and their Teaching/working in Welsh

	Teaching/working in Welsh				Total
	Teaching/working in Welsh in current post	Able to teach/work in Welsh but not	Unable to teach/work in Welsh	Teaching Welsh as subject only	
ALL PRIMARY SCHOOLS	53	40	198	335	626
No Skills			8	1	
Entry, Foundational, Intermediate	2	10	189	303	
Advanced, Proficient	51	30		30	
Info Not Obtained			1	1	
ALL SECONDARY SCHOOLS	90	34	492		616
No Skills		1	232		
Entry, Foundational, Intermediate	1	10	249		
Advanced, Proficient	89	23			
Info Not Obtained			11		
SPECIAL SCHOOLS	1	5	42	17	65
No Skills			18		
Entry, Foundational, Intermediate	1		24	16	
Advanced, Proficient		5		1	
PRU		1	17		18
No Skills			5		
Entry, Foundational, Intermediate			12		
Advanced, Proficient		1			
WELSH PRIMARY SCHOOLS	49				49
Advanced, Proficient	49				
WELSH SECONDARY SCHOOL	56				56
Entry, Foundational, Intermediate	1				
Advanced, Proficient	55				

- 7.2 All schools are encouraging student placements in their schools which will also be a way of possibly recruiting those staff. Welsh-medium headteachers are proactively seeking students in colleges as they are finishing their courses.
- 7.3 Linking with the Council's Welsh Language Standards Five Year Strategy to maintain the number of Welsh speakers in Bridgend, the Welsh Language Standards Five-Year Strategy has been reviewed on an annual basis. The latest review shows the range of actions that have been taken to raise awareness and promote the use of Welsh language across the county borough. There is a new five year plan from September 2021.
- 7.4 Internally, there are a range of learning and development opportunities available to all employees, to improve language skills as well as raise their awareness of the language, including e-learning and courses to improve Welsh language skills. In recruiting to Welsh posts, adverts are also signposted on Menter Bro Ogwr's website.
- 7.5 There has been an impact on workforce planning and development because of the pandemic. There was no training was offered during March 2020 – July 2020. The 2020-2021 training programme in August 2020 and the revised delivery model was revised as face-to-face training was unable to be offered. Since August 2020 all training has been delivered remotely. The numbers who have accepted remote training will be analysed to ascertain if this would be a preferred method of training or if a blended approach would be beneficial.
- 7.6 In relation to Welsh Language courses, the local authority continues to offer Cwrs Mynediad Year 1 qualification through the University of South Wales and the Welsh Language Meet and Greet courses to all local authority staff twice a year. The local authority has also offered Work Welsh for the first time in 2020-2021 (as an initial pilot) delivered by the National Centre for Learning Welsh. This will be evaluated, and the outcomes incorporated into future planning. We also continue to support employees to access Welsh courses in the community under the Welsh Language Protocol.
- 7.7 Therefore, take up this year for Welsh Language is very similar to last year's figures in terms of qualifications offered.

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

You may wish to include a high-level timeline against any proposed commitments to identify the teaching staff needed to teach in Welsh (as a subject) and teach through the medium of Welsh during the first five years of implementation (as a mid-way milestone), and another for the remainder of the Plan.

- 7.8 Monitor those schoolteachers who can teach through the medium of Welsh and look at the reasons why teachers leave Welsh-medium schools and introduce a questionnaire/exit interview. Monitor and evaluate trends in both teaching and support staff retention.
- 7.9 The following activity will be undertaken by the local authority, CSC, and partners to identify and support the development of the workforce.
- provide professional learning opportunities, develop resources, facilitate the sharing of good practice, and provide bespoke support to individual or groups of schools across the region.
 - Bridgend will work closely with other local authorities in CSC in planning and supporting school staff across all sectors to further improve their Welsh language skills.
 - provide professional learning opportunities, develop resources, facilitate the sharing of good practice, and provide bespoke support to individual or groups of schools across the region.
 - ensure that the WESP will be considered during considerations regarding the Welsh-medium education standards of its schools.
 - consider school workforce annual census data on an annual basis to support workforce planning.
 - use local knowledge and information gathered from CSC's Improvement Partner to supplement census data.
 - undertake an analysis to understand trends in vacancies and the vacancies that are required.
 - consider the training and succession planning of learning support assistants (LSAs).
 - ensure that staff from Welsh-medium schools are applying for relevant national leadership development programmes including the Aspiring Headteacher Programme leading to National Professional Qualification Headteachers (NPQH) qualification.
 - monitor the number of Welsh-medium applicants on the national leadership programmes including destination reports for NPQH candidates.
 - continue to work closely with initial teacher education (ITE) partnerships to support student teachers and to ensure that Welsh-medium schools are identified as lead, training, or placement schools.

- work with external partners to promote initiatives on routes into teaching and share any relevant information with schools.
- professional learning and support to newly qualified teachers (NQT) teachers will be provided particularly through the role of regional induction mentors.
- analysis of the Language Framework data as a baseline for improvement required will be undertaken.
- Welsh Language Development professional learning at various levels will be provided.
- provide post-sabbatical support for practitioners engaged with sabbatical programmes; and
- provide advice, support, and guidance to schools on how to accurately reflect the Welsh language skills of staff.

7.10 Once the School Workforce Annual (SWAC) has been completed on an annual basis, an analysis will be undertaken with regards to key categories, such as age, for example so that succession planning for example for retirement can be identified.

7.11 The training and apprenticeship sub-group of WESP, using the relevant data, will write a detailed plan in relation to upskilling staff.

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

You should refer back to your ten year target and how commitments made under this Outcome supports your overall vision for increasing Welsh-medium education provision in your area.

7.12 Additional staff would be required to support all the new school commitments in the 10-year plan. This would need to be prepared for in advance.

7.13 The local authority has set a target of 300 reception places being available for Welsh-medium learners by the end of the plan period, which is an additional 138 additional pupil places. The 300 reception places equate to 10 forms of entry, and the aim is to ensure those places are filled. The local authority will undertake a mapping exercise and write a plan for recruiting teaching and support staff who will be required over the 10-year period.

How we will work with others to achieve our vision

Please outline how you will work in partnership with your Welsh in Education Planning Forum (if established in your local authority area) to prepare your Plan and how the forum will oversee its implementation and evaluation.

If there isn't an established Welsh in Education Planning Forum in your local authority, please outline how you will work in partnership with other organisations that play a key role in helping you to draw up, implement and evaluate your Plan.

There is an established and effective Welsh in Education Forum in Bridgend.

In order to prepare the WESP ten-year plan, a planning day with WESP Forum members was held in summer term 2021. All WESP Forum members were invited to contribute to the plan and each outcome was led by a WESP Forum member. Templates were provided in order for members and their respective organisations to submit any further comments for the WESP by a given deadline in summer term 2021.

Monitoring will take place termly at each WESP Forum. The membership of the WESP Forum is as follows:

- Corporate Director - Education and Family Support;
- Cabinet Member - Education and Regeneration;
- Group Manager - Learner Support (Chair);
- Senior Welsh Education Planning Officer Welsh Government;
- Principal Advisor Employee Relations BCBC;
- School Programme Manager BCBC;
- Group Manager - Business Support;
- Group Manager - School Support;
- Early Years and Childcare Manager BCBC
- FIS and Childcare Development Officer BCBC;
- Consultation Engagement and Equalities Manager BCBC
- Head of Welsh for Adults Glamorgan;
- Chief Officer Menter Bro Ogwr;
- Regional Manager South East Wales Meithrin Cymru;
- Central South Consortium representative;
- Student Services and Welsh Manager Bridgend College;
- Lead Partnerships Officer Meithrin Cymru;
- Director of Development RhAG;
- Chair of RhAG Bridgend;
- RHaG representatives Bridgend;
- Lead Officer Urdd Gobaith Cymru;
- Swansea University representative;
- Headteacher - Ysgol Gyfun Gymraeg Llangynwyd;
- Headteacher - Calon y Cymoedd;

Remember to delete the *blue text* before submitting your Plan

- Headteacher - Ysgol Y Ferch O'r Sgêr;
- Headteacher - Afon y Felin;
- Headteacher - Pencoed Comprehensive School; and
- Head of Welsh - Brynteg School;

Monitoring will also take place in the following sub-groups which have been established:

- Welsh Language Steering Sub-Group
- Welsh-medium Childcare Sub-Group
- Training and Apprenticeships Sub-Group
- Geographical Assessment Sub-Group
- School Modernisation Capital Investment Sub-Group
- Welsh-medium Secondary School Band C Provision Sub-Group

Additional sub-groups will be established as outlined in the WESP.