

Meeting of:	CABINET
Date of Meeting:	19 SEPTEMBER 2023
Report Title:	WELSH IN EDUCATION STRATEGIC PLAN (2022-2032)
Report Owner / Corporate Director:	CORPORATE DIRECTOR EDUCATION AND FAMILY SUPPORT
Responsible Officer:	MICHELLE HATCHER GROUP MANAGER LEARNER SUPPORT
Policy Framework and Procedure Rules:	THERE IS NO EFFECT UPON THE POLICY FRAMEWORK OR PROCEDURE RULES.
Executive Summary:	<p>THIS REPORT PROVIDES CABINET WITH AN UPDATE ON THE IMPLEMENTATION OF THE WELSH IN EDUCATION STRATEGIC PLAN (WESP) 2022-2032.</p> <p>THE REPORT PROVIDES BACKGROUND INFORMATION, OUTLINING THE STRATEGIC RESPONSIBILITIES AND PROGRESS TO DATE.</p> <p>THE IMPLEMENTATION OF THE FIRST YEAR OF THE WESP WAS REPORTED TO WELSH GOVERNMENT IN JULY 2023.</p>

1. Purpose of report

- 1.1 The purpose of this report is to update Cabinet on the implementation and the progress of the Welsh in Education Strategic Plan (WESP) 2022-2032.

2. Background

- 2.1 Section 84 of The School Standards and Organisation (Wales) Act 2013 (“the 2013 Act”) requires a local authority to prepare a Welsh in Education Strategic Plan (“the Plan”) and outlines that a plan must contain:
- a. A local authority’s proposals on how it will carry out its education functions to:
 - i. improve the planning of the provision of education through the medium of Welsh (“Welsh-medium education”) in its area; and
 - ii. improve the standards of Welsh-medium education and of the teaching of Welsh in its area.
 - b. The local authority’s targets for improving the planning of the provision of Welsh-medium education in its area and for improving the standards of that education and of the teaching of Welsh in its area;

- c. Report on the progress made to meet the targets contained in the previous Plan or previous revised Plan.
- 2.2 Cabinet first approved the Bridgend Local Authority Welsh in Education Strategic Plan (WESP) in March 2014, and it was subsequently approved by Welsh Government's Department for Education and Skills (DfES) in June 2014. The plan has been reviewed and updated annually prior to seeking approval from Welsh Government.
- 2.3 Following the rapid review commissioned by Welsh Government the timescales for publication of the WESP documents have been reviewed, as reported in the Cabinet report dated 5 September 2017.
- 2.4 The Welsh in Education Strategic Plans (Wales) Regulations 2019 ("The 2019 Regulations") make provision for a local authority to prepare a ten-year plan, the first to have effect from 1 September 2022, subject to the Welsh Ministers' approval.
- 2.5 The purpose of these regulations is to improve opportunities for local authorities to plan Welsh-medium education provision in order to support the current and future expectation for growth in Welsh-medium education. Improving the planning of Welsh-medium education will also support Welsh Government's long-term national ambition for the Welsh language as set out in Welsh Government's Cymraeg 2050: A Million Welsh speakers' strategy, your strategy for promoting the Welsh language in accordance with the Promotion Standards under the Welsh Language Standards (No. 1) Regulations 2015 and also the introduction of a new curriculum for Wales.
- 2.6 In response to the COVID-19 pandemic, amendments were made to the 2019 Regulations, which made changes to the start date of the next WESP cycle being moved from 1 September 2021 to a year later (to September 2022). The plan was required to be submitted to Welsh Government for approval by the 31 January 2022.
- 2.7 The first ten-year plan commenced on 1 September 2022 and expires on 31 August 2032. Each further plan will commence on 1 September in the year during which the previous ten-year plan will come to an end (that is, 1 September 2032 to 31 August 2042). The Plan must include a target outlining the expected increase in the number of Year 1 learners taught through the medium of Welsh in the local authority area during the lifespan of the plan.
- 2.8 On 14 September 2021, Cabinet gave permission to consult upon the draft WESP. A consultation exercise with stakeholders on the draft WESP was undertaken between 27 September and 19 December 2021.
- 2.9 The outcome of the consultation process for the draft WESP (2023-2032) was reported to Cabinet on 18 January 2022. Cabinet gave approval for the WESP to be submitted to Welsh Government.
- 2.10 Bridgend County Borough Council (BCBC) WESP (2022-2032) was submitted to Welsh Government by the stipulated deadline of 31 January 2022 (see Appendix 1).
- 2.11 Following the submission of the WESP, Welsh Government requested that the local authority submit a five-year WESP. The WESP five-year plan was presented to Overview and Scrutiny Committee 1 on 1 December 2022.

- 2.12 BCBC's five-year WESP was submitted to Welsh Government by the stipulated deadline of 16 December 2022 (see Appendix 2).
- 2.13 The WESP Annual Review Report for 2022-2023 was submitted to Welsh Government by the stipulated deadline of 31 July 2023 (see Appendix 3).
- 2.14 Bridgend's Local Government Education Services (LGES) were inspected by Estyn in March 2019. Recommendation 4 of the post-inspection action plan (PIAP) was to strengthen the role of the Welsh in Education Forum (WEF) to ensure timely progress in delivering the priorities identified in the WESP.

3. Current situation/proposal

- 3.1 The Welsh in Education Forum (WEF) has been strengthened. Membership of the WEF has been reviewed and the terms of reference adopted. Five sub-groups for the seven outcomes have been established, with chairs from the WEF appointed and terms of reference adopted for each sub-group (see Appendix 4).
- 3.2 The WESP is monitored and evaluated in the following ways:
- The WESP is reported, on a monthly basis, to the Education and Family Support Directorate (EFS) Senior Management Team (SMT), which involves the Corporate Director, Head of Service and Group Managers.
 - The WESP is contained within EFS Strategic Business Plan (2023-2026). This is monitored and reported on a quarterly basis.
 - The WEF is chaired by the Group Manager (Learner Support) who receives updates from the chairs of the sub-groups who have been approved by WEF. The WESP Co-ordinator presents on the work of the sub-groups.
 - The Group Manager (Learner Support) and the WESP Co-ordinator regularly meet to discuss and plan the implementation and monitoring of the WESP.
 - The Group Manager (Learner Support) and the WESP Co-ordinator meet with Welsh Government throughout the course of a year.
 - The WESP Co-ordinator meets with chairs of sub-groups prior to a sub-group meeting.
 - Workshops have taken place to write the five-year WESP and the sub-group development plan.
 - Each sub-group has developed an annual development plan taken from the five-year WESP which has focussed the work of the sub-group.
 - During the termly sub-group meeting, the sub-group development plan is updated and then each action is RAYG rated.
- 3.3 Bridgend's Strategic Lead for WESP is the Group Manager (Learner Support). The current postholder is a former senior leader in a local English-medium secondary school. Prior to becoming a deputy headteacher, the postholder was the former Head of a Welsh Department within a secondary school. The WESP Co-ordinator is an experienced senior leader from a Welsh-medium primary school in Cardiff. The WESP Co-ordinator reports to the Group Manager (Learner Support) and was appointed to work with stakeholders and delivery partners to drive forward BCBC's WESP with a view to promoting the Welsh language and supporting Welsh-medium education throughout the county borough. With the combined experience, BCBC is well placed to drive the implementation of the WESP forward.

- 3.4 The golden thread throughout the five-year WESP (2022-2027) is our commitment to promote, market and celebrate progress, opportunities, and our dedication to increase our Welsh-medium offer across a variety of platforms using a dedicated sub-group to drive this forward. Activities and actions align with the Welsh Language Strategy (2021-2026). To promote and celebrate Bridgend's Welsh-medium education journey, a video has been developed with partners and will be launched in autumn 2023. The link to the video is as follows: <https://f.io/Bc1S9ZHq>
- 3.5 The booklet 'Why choose Welsh-medium education?' has been published with 10,000 copies printed (see Appendix 5). A poster has also been created with QR codes taking the reader to an electronic copy. Hundreds of booklets have been distributed to schools, Flying Start centres, private nurseries, libraries, local community centres, and other community hubs. The booklet has been shared with partners and is regularly promoted by the Council's Communication and Marketing Team across different platforms. Mudiad Meithrin has arranged for Cymraeg i Blant to design and deliver training for health visitors and midwife teams to promote Welsh-medium education from a young age.
- 3.6 Late immersion provision has been established. Late immersion is where pupils who haven't been through Welsh-medium education are able to access additional support that immerses the newcomers into the Welsh language. The local authority has utilised the late immersion grant from Welsh Government and has employed one teacher and one learning support officer (LSO). The model we have had in place since November 2022 is for the staff to travel between schools and to support within the mainstream class and to withdraw from class for late immersion sessions. The WESP Co-ordinator line-manages the staff and has visited late immersion centres within the Central South Consortium and is working in conjunction with Central South's Consortium's late immersion network to further develop the provision. Currently, 10 pupils are being supported with two having successfully returned to mainstream. £3.7k has been spent on teaching and learning resources which has ensured that there are a variety of high-quality and interactive resources to support the teaching of the late-immersion teaching programme.
- 3.7 Feedback has been received from pupils, staff and parents which will be continued to be used to inform how we provide late immersion provision. Pupils reported that overall, they enjoyed the various aspects of the work and provided feedback on how things could be improved upon. Staff noted increased progress in Welsh language skills since the beginning of provision. The assessment and scheme of work is promoted and endorsed by Central South Consortium. Since April 2023 to July 2023, pupils have made on average 23.5% progress when re-assessed using the late immersion assessment, one pupil made 34.8% progress.
- 3.8 BCBC is keen to provide pupils with additional learning needs (ALN) with support in their language of choice. Provision for pupils with ALN has increased. A Welsh-medium learning resource centre (LRC) for pupils with moderate learning difficulties (MLD) opened in autumn 2022 at Ysgol Gynradd Gymraeg Cynwyd Sant with a capacity of 15 pupils. A sub-group of the ALN Strategic Planning Provision Review Board is currently reviewing the provision for secondary Welsh-medium MLD. The School Modernisation Team have included an observation and assessment class in their design for Ysgol Gymraeg Bro Ogwr which will create a capacity for eight spaces.

- 3.9 The local authority has three Welsh-medium LRCs across two Welsh-medium primary schools and Ysgol Gyfun Gymraeg Llangynwyd. The LRC for pupils with MLD is located at Ysgol Gynradd Gymraeg Cynwyd Sant and has capacity for 15 spaces, 8 spaces are currently occupied. The LRC for pupils with autistic spectrum disorder (ASD) is located at Ysgol Gynradd Gymraeg Calon y Cymoedd. The LRC has capacity for eight pupils, six spaces are currently occupied. The secondary LRC for pupils with ASD is located at Ysgol Gyfun Gymraeg Llangynwyd and has capacity for 12 spaces, 4 spaces are currently occupied.
- 3.10 Ysgol Gyfun Gymraeg Llangynwyd has become the first Welsh-medium secondary school to receive no formal recommendations following an exceptional Estyn inspection which has led to the school being asked to produce two case studies of effective practice to share with others in the sector. The inspection was held in March 2023 and Ysgol Gyfun Gymraeg Llangynwyd now joins only a small group of schools in Wales to have achieved a report of this quality.
- 3.11 The report highlights that the quality of teaching is consistently high across the school while also praising the close and supportive working relationships between pupils and teachers. Another positive was the school's leadership team having very high expectations of staff and pupils. The report noted that this helped to create a strong Welsh language culture throughout the school as a whole. The inspectors were also impressed with the wide range of courses available at Key Stage 4 and in the school's sixth form which provide many opportunities for pupils to take part in cultural and physical activities. The school was also praised for the excellent support it provides for pupils with ALN. The report states that staff know their pupils very well and tailor their provision carefully to ensure that they achieve to the best of their ability.
- 3.12 The school's headteacher was named 'Headteacher of the Year' at the most recent Welsh Teaching Awards and also received the silver award at the Pearson UK Teaching Awards. Estyn inspectors described the headteacher as an "inspiring and modest leader who is very well respected among the staff and wider school community."
- 3.13 A key part of our WESP is the work we are doing to increase the number of pupil places available in Welsh-medium settings in Bridgend. We are aiming to achieve this goal by building excellent 21st century school buildings, investing in our current school stock and developing state-of-the-art Welsh-medium childcare settings.
- 3.14 To support Cymraeg 2050: A million Welsh speakers' strategy, Welsh Government has set Bridgend County Borough Council (BCBC) a target to increase the percentage of learners taught through the medium of Welsh from around 8% to between 14% to 18% by 2032 (based on PLASC data of Year 1 learners 2019-2020). 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 in the north of the county borough, one in the west and one in the south. The Welsh-medium secondary school is based in the north of the County Borough.
- 3.15 In 2021, Bridgend's Welsh-medium schools had 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 equate to ten forms of entry, and the aim is to ensure those places are filled. The number of Reception age places would only increase once the new schools are open.

- 3.16 We are aiming to achieve this goal by building excellent 21st century school buildings, investing in our current school stock and developing state-of-the-art Welsh-medium childcare settings. From a school modernisation perspective, the update is as follows:
- The consultation has concluded for Porthcawl Welsh-medium seedling school and childcare provision. Cabinet approval has been received to proceed with the schemes.
 - An application for planning approval has been submitted for Ysgol Gymraeg Bro Ogwr mobile classroom and is expected to be fitted in February 2024.
 - The replacement of Ysgol Y Ferch o'r Sgêr and Ysgol Gymraeg Bro Ogwr will transition to the nine-year programme (these schemes are currently in design). Ysgol Y Ferch o'r Sgêr will increase its capacity to 420, plus nursery (that is, 60 places for Reception aged pupils) and will receive a new build. The scheme will be funded through revenue (that is, via the Mutual Investment Model). Ysgol Gymraeg Bro Ogwr will increase its pupil admission number (PAN) to 75 from 54. The school will move to a new site and will be provided with a purpose-built school
 - The priorities identified in the WESP will also transition to the nine-year programme.
 - We are in the process of reviewing our school organisation proposals and will endeavour to ensure that we deliver on the WESP targets which is a priority of the local authority.
 - The local authority is reviewing the pupil place requirement to serve new housing development proposed in the Replacement Local Development Plan (LDP).
 - Opportunities to increase Welsh-medium provision in English-medium schools or schools looking to transition to a different category will be reviewed as part of the school organisation proposals to inform the nine-year rolling programme.
- 3.17 BCBC's Childcare Team is continuing to work with local partners and providers to maintain and expand the offer of Welsh-medium childcare across the local authority. Two childcare hubs have been purposefully designed and built to a very high standard. The setting in Bettws was handed over to the local authority in November 2022 and Blackmill was handed over in March 2023. There have been challenges in identifying a suitable provider which has necessitated high-level liaison with colleagues in Mudiad Meithrin, Welsh Government and the local authority to improve the level of incentive on offer. The opportunity to operate from the Bettws hub will be going out to tender, in autumn term 2023, to secure a Welsh-medium provider. At the time of writing, a suitable provider has expressed a firm interest. The same options have been explored in relation to the Blackmill setting, but due to its location the 'set up and succeed' team at Mudiad Meithrin has advised that it is currently unviable. With the agreement of Welsh Government, the local authority is currently exploring the possibility of utilising the building as a late-immersion centre for primary-aged Welsh medium learners.
- 3.18 The projection for the number and percentage of three-year-olds receiving their education through the medium of Welsh for 2022-2023 was 150 pupils and 9.58%.

- In 2022-2023, 123 children and 8.67% attended nursery classes in Welsh-medium schools. A further 23 children and 9% received their education through the medium of Welsh in funded non-maintained Early Years settings.
- In summer term 2023 for Flying Start, 10 children attended Cylch Meithrin Sgêr, five attended Cylch Meithrin Plant Bach, one attended Cylch Meithrin Cynwyd Sant, one attended Cylch Meithrin Gwdihw and three attended Cylch Meithrin Pencoed. This represents 4.8% of all children accessing Flying Start Childcare in the summer term.
- In 2022-2023, the local authority funded 20 Flying Start childcare places compared to 10 places in 2021-2022.
- There are currently 13 children accessing Welsh-medium childcare provision in the original Flying Start areas, which represents approximately 4% of the total number of children accessing the childcare provision. The percentage in the phase two expansion areas is higher at 7%, which represents seven children.

- 3.19 The plan to increase the number of Welsh-medium Flying Start childcare places for the current expansion areas and for subsequent phases, includes implementing the model that has been developed in one of the existing Flying Start settings in Bridgend. The two new Flying Start childcare settings in Ogmore Vale and Nantymoel will offer both Welsh and English-medium sessions.
- 3.20 In June 2023, the WEF recommended that the local authority pursue catchment areas for Welsh-medium schools. To progress this, it is proposed that a report will be presented to Cabinet during autumn 2023 to recommend that the local authority progresses a public consultation on this matter. Following consideration of the outcome of the consultation, if Cabinet is minded, to approve the implementation of Welsh-medium school catchment areas, the earliest this could take place would be for the 2026-2027 school admission round.
- 3.21 BCBC continues to work closely with Central South Consortium to ensure Welsh-medium education in Bridgend benefits from regional support. Central South Consortium has held primary and secondary networking sessions and Bridgend schools attended the networks. Two schools have attended Central South Consortium's Siarter Iaith network meetings and seven have attended the Siarter Iaith Cymraeg Campus network meetings. Professional development sessions have also been facilitated and the schools that are not currently engaged were invited to attend. One school has since engaged in Siarter Iaith Cymraeg Campus since September 2022.
- 3.22 Central South Consortium has shared Siarter Iaith Cymraeg Campus data and facilitated an awards ceremony for all the schools who have received awards since March 2020. It was a pleasure for the Group Manager (Learner Support) and the WESP Coordinator to watch the schools receive their awards. A total of 19 Bridgend schools were invited to the ceremony. Following the award ceremony, a three-page article was published to celebrate schools' achievements which has been shared in Yr Hogwr, Bridgenders and the communication forum in the Education and Family Support Directorate's Monday Mailshot and social media platforms. Since September 2022, nine English-medium primary schools have received the bronze award, one English-medium secondary has received the silver award and one English-medium primary school received the gold award. Central South

Consortium improvement partners encourage schools to engage with Siarter Iaith Cymraeg Campus in meetings.

3.23 The Council's Communication and Marketing Team promotes and proactively raises awareness of the Welsh language and Welsh Culture. Between 1 April and 31 March 2023, they published 45 posts relating to Welsh-medium education and learning the Welsh language on social media, resulting in 40,645 impressions, 55 retweets and 147 likes. The detail of the promotional activities is documented as part of the reporting process for Bridgend's Welsh Language Strategy. The Council promoted the following events and activities between 1 April and 31 March 2023:

- Construction started Welsh-medium childcare hub Garw Valley.
- Welsh Language Rights Day.
- Shwmae Shwmae.
- Mudiad Meithrin and Cymraeg i Blant.
- Welsh Language Standards Annual Report.
- Welsh Language Strategy / Consultation.
- St David's Day.
- St Dwynwen's Day.
- Clwb Coffi.
- Welsh-Medium playgroup or school.
- Childcare Offer Wales.
- Dydd Miwsig Cymru.
- Recruitment of Welsh-speaking childcare providers.
- Recruitment of Welsh-speaking roles.
- Welsh Language Twitter.
- Clwb Cinio.
- Dylan Thomas Day.
- Welsh campaign run on twitter throughout the month of September.
- Building lit up red to mark Welsh awareness days.
- Dydd Miwsig Cymru.
- Attended the Siarter Cymraeg Awards.
- Celebrated the success of our local Welsh-medium and English-medium schools with the achievements they received from the Siarter Iaith awards.
- Râs yr Iaith (Menter Bro Ogwr).
- Gŵyl Ogi Ogwr (Menter Bro Ogwr).
- Eisteddfod yr Urdd.

3.24 The local authority's website has a section for Welsh-medium education. As part of the work of the WESP, the webpage is in the process of being re-designed and will have a prominent place on the website. All Welsh-medium primary schools use their social media and internal communications to promote their school and Welsh-medium education. Open days are held on a regular basis with visits to schools encouraged. The local authority promotes Welsh-medium education on its communication platforms and regularly posts the 'Why choose Welsh-medium education?' booklet on social media platforms. The local authority held a stall at Gŵyl Ogi Ogi Ogwr in July 2023 with Welsh-medium primary school to promote the late immersion provision and Welsh-medium education. An officer from the local authority also attended Râs yr Iaith organised by Menter Bro Ogwr.

- 3.25 Central South Consortium and Learn Welsh offer a range of professional development opportunities for staff within schools to improve their Welsh language skills. Opportunities for lessons to be delivered in person, online and at various times of the day. Central South Consortium improvement partners discuss school developmental needs and signposts schools to access professional development for their staff.
- 3.26 Dysgu Cymraeg/Learn Welsh have shared their offer of Welsh courses available with schools and on other platforms. An audit of Learn Welsh courses and the number of delegates who have attended Welsh language courses in Bridgend has been undertaken, with 367 students having completed the courses below:

Blasu	44
Mynediad	144
Sylfaen	56
Canolradd	52
Uwch	71
Total	367

- 3.27 The WEF monitors the numbers of learners studying for assessed qualifications in Welsh. Between Year 10 and Year 11 in 2021-2022 and 2022-2023, there was an increase in three pupils in Welsh-medium education. Between Year 11 and Year 12 in 2021-2022 and 2022-2023, there was an increase of 1.92% of learners continuing their education through the medium of Welsh. In the WESP, it noted that in 2020-2021, 99 pupils studied Welsh GCSE first language which increased to 108 in 2022-2023. It is also noted that in 2020-2021, 1189 pupils studied Welsh GCSE second language which increased to 1270 in 2022-2023.
- 3.28 There has been an increase in the number of learners for both first and second language A-level. In the WESP, it noted that in 2020-2021, there were nine learners studying first language Welsh A level which increased to 10 learners in 2022-2023. In the WESP, it noted that in 2020-2021, there were 19 learners studying for second language Welsh A-level which has increased to 29 learners in 2022-2023. Although there has been an increase in the numbers studying Welsh Post-16, we aim to continue to increase by ensuring that encouraging take up of Welsh language A level by sharing the benefits of being bilingual.
- 3.29 Three schools are currently delivering subjects through the e-sgol programme within the local authority, namely Ysgol Gyfun Gymraeg Llangynwyd, Pen-coed Comprehensive School and Maesteg School. An established ten-year blended learning collaboration between Ysgol Gyfun Gymraeg Llangynwyd and Ysgol Llanhari in Rhondda Cynon Taf affords learners the opportunity to study AS and A level qualification(s) that they are not able to do in their 'home school'. Between the schools, nine subjects are delivered to 11 learners from Llangynwyd and 24 learners from Ysgol Llanhari. Monitoring of the number of courses offered and uptake through the medium of Welsh is discussed through the Curriculum Leaders Network, where the number of Post-16 learners studying Welsh at A-level are analysed.

3.30 Resources from Coleg Cymraeg Cenedlaethol have been shared with all secondary schools and Central South Consortium have also shared this resource in their bulletins and directly to all headteachers and heads of Welsh. Currently, two schools are interested in exploring the potential of delivering Welsh A-level second language through the e-sgol programme in 2023-2024. The resources have also been shared on the local authority's social media platforms.

3.31 Ysgol Gyfun Gymraeg Llangynwyd is currently offering nine subjects through blended learning. In 2023-2024, the partnership will offer three further courses as part of the blended learning offer: Drama, Music, and Criminology. A total of three schools out of nine schools are providing subjects through e-sgol. Two English-medium secondary schools are offering Welsh A-level through the e-sgol. The course is delivered to four learners from Pencoed Comprehensive School and Maesteg School. A video has been created by learners studying at Ysgol Gyfun Gymraeg Llangynwyd noting the benefits to prospective learners to promote blended learning and encouraging them to continue their education through the medium of Welsh. This film was shown at the e-sgol conference in July 2023 which was held at the school.

3.32 The most recent School Workforce Annual Census (SWAC) data identified the following:

- 437 teachers in the local authority were reported as having “no skills” on the Welsh Language Competency Framework in both 2021 and 2022.
- Across the whole local authority, 1194 teachers have the same Welsh language ability as reported in both 2021 and 2022.
- 12 teachers have increased their Welsh language ability between 2021 and 2022, with one increasing from W3 (Foundation) to W6 (Proficiency).
- 13 teachers have seen a decrease in their Welsh language ability between 2021 and 2022.
- 238 support staff, including ALN coordinators (ALNCos) in the local authority were reported as having “no skills” on the Welsh Language Competency Framework in both 2021 and 2022.
- Across the whole local authority, 666 support staff including ALNCos have the same Welsh language ability as reported in both 2021 and 2022.
- 13 support staff including ALNCos have increased their Welsh language ability between 2021 and 2022, with one increasing from W3 (Foundation) to W6 (Proficiency).
- 19 support staff including ALNCos have seen a decrease in their Welsh language ability between 2021 and 2022.

3.33 During 2022-2023, an audit of ALN staff was undertaken to determine the number of staff that can deliver their service through the medium of Welsh.

ALN roles in the Learner Support Group	Number of Welsh-speaking staff in the Learner Support Group
Specialist Teacher (Visual Impairment)	1
Specialist Teacher (Cognition and Learning)	1
Teacher Moderate Learning Difficulties	1
Special Needs Support Assistants	4
Senior Support Officer	1

Mobility Officer	1
Educational Psychology Service	3

Number of Welsh speaking Additional Learning Needs Coordinators (ALNCos)	Number of Welsh speaking ALN support staff in schools	Number of Welsh speaking staff in LRCs
Proficient: 10 Advanced: 4 Intermediate: 6 Foundation: 38	Proficient: 6 Advanced: 3 Intermediate: 5 Foundation: 18	Proficient: 7

- 3.34 The SWAC data has identified that out of 60 schools, 10 ALNCos have identified their level of Welsh competency as proficient and four have identified as being advanced. 138 teachers are currently working in Welsh-speaking posts. There are a further 70 Welsh-speaking teachers not working in Welsh-speaking posts. There are 362 teachers teaching Welsh as a subject only.
- 3.35 Three Welsh-speaking practitioners within Bridgend are undertaking the Aspiring Headteacher professional development. This is the first time Welsh speaking practitioners have undertaken the professional development in more than three years. School leaders are encouraged to monitor the National Academy of Educational Leadership.
- 3.36 The sabbatical scheme for Welsh language training offers language courses to primary and secondary school teachers, classroom assistants and lecturers. The aim of the courses, which are funded by Welsh Government, is to increase the number of practitioners who can educate through the medium of Welsh or bilingually.

Welsh Sabbatical Data 2022-2023	
Welsh in a Year: 1	1
Foundation /Intermediate level: 3	3
Intermediate level: 1	1
2023-2024: 2 Foundation /Intermediate level: 2	

- 3.37 In March 2022, a Post-16 Steering Group was established to facilitate strategic discussions between Bridgend College and BCBC. The promotion of the Welsh language has been determined as one of the main elements of this group's activity moving forward. A key part of the group's discussion involves the promotion of vocational/training opportunities for young people who would like to secure employment in Welsh language settings. This activity is further supported by BCBC's Human Resources (HR) Department by promoting apprenticeships to retain Welsh-medium school leavers within the county borough.
- 3.38 To ensure a rich programme of Welsh-medium activities for pupils in both the primary and secondary sector, the local authority works closely with the Urdd and Menter Bro Ogwr. The Urdd presented their offer of 'Chwarae yn Gymraeg' at a primary deputy headteachers' network, with 10 schools enlisted for the programme.

The Urdd deliver 11 clubs in three English-medium schools, delivering sessions to over 150 pupils. Most primary schools in Bridgend joined in the Urdd's national Jambori. There has been a rise in second language competitors at the Urdd Eisteddfod, with over 300 children and young people from Bridgend competing in the Urdd Eisteddfod 2023. The Urdd Eisteddfod was supported with the Corporate Director Education and Family Support and the Cabinet Member for Education in attendance and the National Eisteddfod 2022 and 2023 was attended by the Group Manager (Learner Support). The Urdd arranged residential trips and shared this information with schools. It also held a 'Llais Ieuencid' for the youth forum across Wales where three young people from Bridgend attended. The Urdd also held a performing arts course where 30 children took part from Bridgend.

3.39 Menter Bro Ogwr offer clubs during the term-time and during the school holidays. The offer of clubs, events and activities are added to the shared events calendar that the promotion, marketing and celebrating sub-group created. The local authority's Communication and Marketing Team has access to the calendar and promotes the events on social media platforms.

3.40 In 2021, BCBC used the Welsh Government Hwb Infrastructure Grant, to ensure all pupils attending Welsh-medium schools in Bridgend benefit from the individual use of a Chromebook device. 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

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

4. Equality implications (including Socio-economic Duty and Welsh Language)

4.1 The protected characteristics identified within the Equality Act, Socio-economic Duty, and the impact on the use of the Welsh Language have been considered in the preparation of this report. As a public body in Wales, the Council must consider the impact of strategic decisions, such as the development or the review of policies, strategies, services, and functions. This is an information report. Therefore, it is not necessary to carry out an Equality Impact assessment in the production of this report. It is considered that there will be no significant or unacceptable equality impacts as a result of this report.

5. Well-being of Future Generations implications and connection to Corporate Well-being Objectives

5.1 The report contributes to the following goals within the Well-being of Future Generations (Wales) Act 2015:

- a prosperous Wales;
- a resilient Wales;
- a Wales of cohesive communities; and
- a globally responsive Wales.

Long term	Supports the statutory duty to provide sufficient pupil places and support the Welsh language.
Prevention	The Council has a statutory duty to promote the Welsh language. The plan will ensure that children and young people will be able to follow a Welsh-medium education.
Integration	The plan supports the promotion of Welsh education in the communities in which the children and young people live.
Collaboration	The local authority will continue to work in collaboration to ensure that it achieves its vision as set out in the WESP (2022-2032).
Involvement	Key stakeholders are involved in implementing and monitoring the progress of the WESP (2022-2032).

6. Climate Change Implications

6.1 There are no climate change implications arising from this information report.

7. Safeguarding and Corporate Parent Implications

7.1 There are no safeguarding or corporate parent implications arising from this report.

8. Financial Implications

8.1 The following funding is used to support Welsh-medium education.

Amount of Funding	Source of Funding	Purpose of Funding
£21, 281	Schools' Delegated Budgets	Support Welsh-medium education at Ysgol Gyfun Gymraeg Llangynwyd.
£5,189	Schools' Delegated Budgets	Support Welsh-medium education in the Welsh-medium primary schools.
£89,156	Welsh Government Post-16 grant	Support Welsh-medium education at Ysgol Gyfun Gymraeg Llangynwyd.
£81,992	Schools' Delegated Budgets	Support pupils with ASD attending the LRC at Ysgol Gyfun Gymraeg Llangynwyd.

£92,170	Schools' Delegated Budgets	Support pupils with ASD attending the LRC at Ysgol Gynradd Gymraeg Calon Y Cymoedd.
£65,505	Schools' Delegated Budgets	Support pupils with MLD attending the LRC at Ysgol Cynwyd Sant.
£252,395	Welsh Government Immersion Funding Grant (September 2002 to March 2025).	Support late immersion provision.

8.2 Local authorities are expected to work with their regional consortia to demonstrate how the Education Improvement Grant (EIG) administered by Central South Consortium will support the implementation of the WESP.

8.3 The secondment for the WESP Co-ordinator began on 1 September 2022 for a period of 18 months until 31 March 2024 and is funded by an established earmarked reserve. There is no identified finance for the WESP Co-ordinator beyond this period of time. If there is no further funding the local authority would not be in a position to employ a specific WESP Co-ordinator from 31 March 2024 to co-ordinate the implementation of the WESP (2022-2032), which is a statutory function.

9. Recommendation

9.1 It is recommended that Cabinet notes the progress made and provides any feedback as necessary.

Background documents

None