Bridgend County Borough Council

Welsh in Education Strategic Plan

Five-Year Plan (2022-2027)

Bridgend County Borough Council
Five-Year Welsh in Education Strategic Plan

Bridgend County Borough Council's (BCBC's), ten-year Welsh in Education Strategic Plan (WESP) was approved by Welsh Government in July 2022 and has been implemented since 1 September 2022. The WESP clearly shows Bridgend's commitment

to increase the Welsh-medium education offer along with the opportunities to use the Welsh language with confidence as part of every-day life for all.

The Council's vision aligns with Cymraeg 2050: A million Welsh speakers (Welsh Government, 2017). As a local authority, we want the Welsh language to thrive, 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 its contribution to the culture, society, and economy of Wales.

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 WESP sets out BCBC's plan over the next ten years to increase and improve the planning of Welsh-medium education and sets out the actions we will take to achieve our targets. 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 five-year WESP has been written in partnership with the Welsh in Education Forum (WEF). The priorities set out in the first year of the five-year WESP are as follows:

- opening childcare hubs in Betws and Blackmill with a further two opening on the sites on two new build Welsh-medium schools;
- increasing the number of 'Ti a Fi' groups;
- planning for a seedling school in Porthcawl;
- increasing numbers on roll and provide a new builds for Ysgol Gymraeg Bro Ogwr and Ysgol y Ferch o'r Sgêr;
- undertaking site options appraisals for Ysgol Gyfun Gymraeg Llangynwyd;
- establishing late immersion provision;
- establishing a learning resource centre (LRC) for pupils with moderate learning difficulties (MLD) at Ysgol Cynwyd Sant;
- auditing staff language skills and using the Welsh language competency framework for accurate data; and
- undertaking an audit of number of staff that can deliver their service through the medium of Welsh.

There are further key actions within the five-year WESP which include:

- developing the website with the aim to navigate up-to-date information quickly and easily;
- strengthening the transition process from early years childcare to Welsh-medium education;
- improving retention rates for Post-16;
- exploring the use of blended learning and digital learning alongside promoting of the benefits of studying Welsh;
- providing opportunities for learners to use the Welsh language in informal situations by working with partners to map and create further opportunities;

- increasing the amount of Welsh used in English-medium schools and ensuring schools move along the Siarter Iaith Cymraeg Campus continuum;
- establishing a Welsh-medium observation and assessment class;
- strengthening partnerships between Welsh-medium schools and special schools with the aim of offering secondment opportunities to build capacity within our workforce; and
- creating a plan to upskill the Welsh-medium workforce and working with partners to promote and create opportunities for professional development.

The golden thread throughout the five-year WESP (2022-2027) is BCBC's 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 BCBC's Welsh Language Strategy 2021-2026.

Outcome 1: More nursery children/three-year-olds receive their education through the medium of Welsh
Childcare in Bridgend reflects the community it serves. Welsh speaker numbers and the number of childcare places available are undoubtedly linked. The focus for Flying Start and wider early years services is to increase this level of provision.

Strategic Lead:	Michelle Hatcher
WESP Co-ordinator:	Becca Avci
Chair/Vice Chair of Outcome 1 Sub-group:	Stephanie Thomas/Bethan Davies

Target 1.1	At the end of the first five years of the WESP 10-year plan (2022-2032), additional provision for three-year-olds will be available at Ysgol Gymraeg Bro Ogwr (90 places), Ysgol Y Ferch o'r Sgêr (60 places) and once the seedling school has received Cabinet approval this would create an additional 30 places in Porthcawl								
Year	2022-2023	Update	2023-2024	Update	2024 – 2025	Update	2025-2026	Update	2026-2027	Update
Actions	**Porthcawl Welsh-medium Seedling School and co-located Welsh-medium childcare provision** Seek Council approval for inclusion of the scheme		**Porthcawl Welsh-medium Seedling School and co-located Welsh-medium childcare provision** Seek planning consent Conclude design and		**Porthcawl Welsh-medium Seedling School and co-located Welsh-medium childcare provision** Complete construction and open for pupils - January 2025		**Porthcawl Welsh-medium Seedling School and co-located Welsh-medium childcare provision** Defects liability period ends		**Ysgol Gymraeg Bro Ogwr and co-located Welsh-medium childcare provision** Defects liability period ends	

	in the capital programme		tender the scheme		Defects liability period ends				
	Seek Cabinet approval to consult on the proposal		Submit business justification case to Welsh Government and seek approval						
	Undertake consultation and report the outcome back to Cabinet		Commence construction						
	Commence design								
	Ysgol y Ferch o'r Sgêr		**Ysgol y Ferch o'r Sgêr**		**Ysgol y Ferch o'r Sgêr**				
	Complete stage 1 and submit report to Welsh Government for approval		Complete stage 2 and seek Welsh Government approval		Complete construction				
	Complete outline business case and seek Welsh Government approval		Full business case submission to Welsh Government and approval sought		Decant into the new school				
					School opens for pupils				
	Subject to Welsh Government approval,		Commence construction (subject to Welsh		Demolition of existing buildings and complete external works				

Commence stage 2		Government approvals and obtaining planning consent) Promote, market, and celebrate new build and expansion of school on various platforms								
Ysgol Gymraeg Bro Ogwr and co-located Welsh-medium childcare provision Report the outcome of the statutory process (School Organisatio n Code, 2018) to Cabinet and seek approval to proceed. Commence the design process.		**Ysgol Gymraeg Bro Ogwr and co-located Welsh-medium childcare provision** Conclude the design process. Submit a planning application for the replacement school. Undertake a tender process for		**Ysgol Gymraeg Bro Ogwr and co-located Welsh-medium childcare provision** Continue with the construction of the replacement school Promote, market, and celebrate additional spaces and		**Ysgol Gymraeg Bro Ogwr and co-located Welsh-medium childcare provision** Conclude construction Decant the existing school into the replacement school Replaceme nt school opens for pupils				

	'Pam dewis addysg Gymraeg?' booklet live online		the construction of the replacement school via the SEWSCAP Framework Agreement		new building		Promote, market, and celebrate additional spaces and new building		
	Print copies of leaflet and distribute to Flying Start workers.								
	Comms Team to promote once a week on different platforms (10 Jan 2023)		Submit the Full Business Case to Welsh Government for approval						
			Appoint the successful bidder to undertake construction						
	Mudiad Meithrin to provide training session with health visitors, midwife teams and childcare teams to promote 'Pam dewis addysg Gymraeg?' booklet – explore the possibility of including booklet to new parents in hospital.		Commence construction						
			Childcare Team to liaise with Health visiting team to scope possibility of generic health visitors sharing admissions information with parents in non-						

			Flying Start areas							
Action holders	Schools Programme Manager Childcare Team Manager Early Years and Childcare Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Schools Programme Manager Childcare Team Manager Early Years and Childcare Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Schools Programme Manager Childcare Team Manager Early Years and Childcare Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Schools Programme Manager Childcare Team Manager Early Years and Childcare Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Schools Programme Manager Childcare Team Manager Early Years and Childcare Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group	

Target 1.2	**Increase Flying Start Welsh-medium childcare provision by purchasing places at the proposed four Cymraeg 2050 hubs**									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	**Bettws Hub:** Open days in November 2022 Offer of five years free rent with incremental service charge. Offer grants as incentives in start-up phase		**Bettws and Blackmill**: Both settings open. 16 sessional spaces for Flying Start children The timeline for the remaining Welsh-medium childcare project		Aim for eight sessional Flying Start places to be purchased at Ysgol Gymraeg Bro Ogwr and the Porthcawl setting Promote the Welsh-medium childcare hubs that are opening		Childcare Hub based at Ysgol Gymraeg Bro Ogwr to open in September 2025 Continued purchase of Flying Start places in line with local demand		Continued purchase of Flying Start places in line with local demand Promote, market, and celebrate the hubs across various platforms	

	Send procurement forms and interviews with interested providers Confirm provider at end of December 2022 Plan to open in summer term (May-July 2023) **Blackmill Hub:** Open days in January 2023. Offer of five years free rent with incremental service charge. Offer grants as incentives in start-up phase. Audit to see what has		planned for Porthcawl will be determined following the feasibility stage of the project Explore the possibility of creating an app for new parents in Bridgend County Borough Council (BCBC)		and those at Ysgol Gymraeg Bro Ogwr and Porthcawl seedling school		Porthcawl seedling school: Planned to open the new building in January 2025 Promote, market, and celebrate the hubs across various platforms				

	been promoted, marketed, and celebrated Create an action plan from the audit findings and implement				
Action holders	Early Years and Childcare Team Manager Mudiad Meithrin Schools Programme Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Early Years and Childcare Team Manager Mudiad Meithrin Consultation Engagement and Equalities Manager Schools Programme Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Early Years and Childcare Team Manager Mudiad Meithrin Consultation Engagement and Equalities Manager Schools Programme Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Early Years and Childcare Team Manager Mudiad Meithrin Consultation Engagement and Equalities Manager Schools Programme Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Early Years and Childcare Team Manager Mudiad Meithrin Consultation Engagement and Equalities Manager Schools Programme Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group

Target 1.3	Open a Cylch Meithrin in the middle of Bridgend Town in January 2023 with Mudiad Meithrin working with a company called 'Flourish'									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Establish a Ti a Fi to feed into the Cylch Meithrin Discussions with Mudiad and Childcare Team with regards to start up grants. Open Cylch Meithrin in January 2023 Promote, market, and celebrate Ti a Fi and the Cylch Meithrin on various platforms	A Ti a Fi opened in January 2022 and is well attended, the children attending were not of Cylch Meithrin age. Therefore, plan is to open in January 2023	Promote, market and celebrate Ti a Fi and the Cylch Meithrin on various platforms Monitor numbers attending and transferring to a Welsh-medium school		Promote Ti a Fi and the Cylch Meithrin on various platforms Monitor numbers attending and transferring to a Welsh-medium school		Promote Ti a Fi and the Cylch Meithrin on various platforms Monitor numbers attending and transferring to a Welsh-medium school		Promote Ti a Fi and the Cylch Meithrin on various platforms Monitor numbers attending and transferring to a Welsh-medium school	
Action holders	Early Years and Childcare Team Manager Mudiad Meithrin		Early Years and Childcare Team Manager Mudiad Meithrin		Early Years and Childcare Team Manager Mudiad Meithrin		Early Years and Childcare Team Manager Mudiad Meithrin		Early Years and Childcare Team Manager Mudiad Meithrin	

Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Outcome 1 sub-group Promotion, marketing and celebrating sub-group

Target 1.4	We will 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									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Mudiad Meithrin to provide training sessions with health visitors, midwife teams and childcare teams to promote 'Pam dewis addysg Gymraeg?' booklet		Explore training opportunities to promote the Welsh language offer – starting at birth, Health, Ti a Fi, Cylchoedd Meithrin Collect information on parenting group within Bridgend with the aim to promote the Welsh-medium offer Create an action plan of information to share and when		Create a road map (visual) of opportunities/ deadlines for childcare Explore the possibility of a video to explain the positives of bilingualism Ensure that staff newly recruited to Flying Start health visiting, midwifery and childcare services receive a briefing on the Cymraeg 2050.		Ensure that staff newly recruited to Flying Start health visiting, midwifery and childcare services receive a briefing on the Cymraeg 2050 Promote, market, and celebrate the visual road map with parent groups, settings and various platforms Mudiad Meithrin to provide training on a		Ensure that staff newly recruited to Flying Start health visiting, midwifery and childcare services receive a briefing on the Cymraeg 2050 Promote, market, and celebrate the visual road map with parent groups, settings and various platforms Mudiad Meithrin to provide training on a	

which will include exploring into how parents reach information Mudiad Meithrin to provide training on a rolling programme, each six months to capture all new starters Promote the Welsh-medium offer on various platforms leading to admission deadlines.	Mudiad Meithrin to provide training on a rolling programme, each six months to capture all new starters Promote the Welsh-medium offer on various platforms leading to admission deadlines.	rolling programme, each six months to capture all new starters Promote the Welsh-medium offer on various platforms leading to admission deadlines.	rolling programme, each six months to capture all new starters Promote the Welsh-medium offer on various platforms leading to admission deadlines.

Action holders	Early Years and Childcare Team Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Early Years and Childcare Team Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Early Years and Childcare Team Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Early Years and Childcare Team Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Early Years and Childcare Team Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group

Target 1.5	Recruitment to Welsh-medium childcare posts									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions			Audit of the Welsh language and refresher provision available

Promote and market the courses available on various platforms and within settings

Audit recruitment and training opportunities
Link in with Childcare Sufficiency Assessment (CSA)

Promotion of routes into | | Audit of childcare staffing in Mudiad Meithrin and other settings for early years to map and gap. (Mudiad to share template of their audit)

Childcare Team and Mudiad Meithrin presence at career fairs and events – schools, colleagues, and universities

Promotion of childcare as a career with | | Following the audit, create action plan of recruitment and training opportunities

Action Plan will inform strategy in subsequent years, but will be likely to include exploring the possibility of including a Welsh-medium module on all childcare courses

Explore advertising childcare roles on social media | | Sub-group to create a task and finish group to implement actions form action plan

Monitor gaps in recruitment by working with Further Education, Mudiad Meithrin and other childcare providers

Promotion of childcare as a career with genuine | |

			childcare roles Central South Consortium (CSC) teaching assistant learning pathway (TALP) and Mudiad Meithrin's Cam wrth Gam course		genuine opportunities for progression Promotion of routes into childcare roles TALP, Cam wrth Gam and any other courses that are found in the audit			Promotion of childcare as a career with genuine opportunities for progression Promotion of routes into childcare roles		opportunities for progression Promotion of routes into childcare roles
Action holders			Early Years and Childcare Team Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Team Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Team Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Team Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group	

Target 1.6	Promote the Welsh-medium offer alongside other Council events/promotions, namely childcare offers, fun days at local community centres or hubs									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Promote Welsh-medium offer on various platforms leading to admission deadlines .		Audit current communication and collect information on parenting group within Bridgend with the aim to promote the Welsh-medium offer Staff promoting Welsh-medium education across sectors to receive training Mudiad Meithrin on the positives of being bi-lingual for staff to feel confident to when		Create a calendar of events and attend to promote Welsh-medium education such as Gwyl Ogwr Ogi Ogi Ogi and Eisteddfodau FIS to promote Welsh-medium childcare and careers within childcare (as a Welsh language practitioner) Link in with CSA action plan		Attend events of the calendar to promote the Welsh-medium offer Continue and improve actions from previous years Promote Welsh-medium offer on various platforms leading to admission deadlines		Attend events of the calendar to promote the Welsh-medium offer Promote Welsh-medium offer on various platforms leading to admission deadlines	

			speaking to parents about choosing Welsh-medium education Promote, market and celebrate Welsh-medium provision via continual FIS on various platforms Review possibility of reinstating FIS Fundays (funds allowing)		Attend events of the calendar to promote the Welsh-medium offer Promote Welsh-medium offer on various platforms leading to admission deadlines				
Action Holders	Early Years and Childcare Manager Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group Promotion, marketing and celebrating sub-group	

Target 1.7	The local authority will review its Welsh-medium catchment areas. The local authority will, following the review, determine the inclusion of Welsh-medium catchment areas for future school admission rounds.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Paper to Cabinet / Corporate Management Board (CCMB) to review school catchments and to progress the creation of Welsh-medium catchment areas. Welsh-medium catchment areas are already in draft form but do not influence admission arrangements

Requires Cabinet decision to agree public consultation | October 2022 CCMB agreed to review and progress Welsh-medium catchment areas | Draft catchment areas for Welsh-medium schools presented to Welsh in Education Forum (WEF) for comment and recommendation

Cabinet to determine whether to progress public consultation

12-week public consultation following Cabinet approval | | Determination of whether agreed admission policy for 2024-2025 can be amended to incorporate catchment areas

Promote, market, and celebrate new catchment areas if applicable | | The earliest catchment areas for Welsh-medium schools naturally in place depending on Cabinet decision to be made in 2023-2024 | | | |

	(Quarter 4 2022/2023) and approval of catchments. The earliest this could inform a policy change will be the 2025-2026 Admissions Policy WEF outcome sub-groups one and two to consider the merits of Welsh-medium catchment areas		Cabinet determines whether to progress implementation of catchment areas for Welsh-medium schools.			
Action holders	Group Manager Business Support Outcome 1 sub-group Outcome 2 sub-group	Group Manager Business Support Outcome 1 sub-group Outcome 2 sub-group	Group Manager Business Support Outcome 1 sub-group Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Group Manager Business Support Outcome 1 sub-group Outcome 2 sub-group Promotion, marketing and celebrating sub-group		

Target 1.8	Increased engagement of parents/carers. Early years' services regularly seek parents' views and are focussed on ensuring that parents views and concerns are responded to effectively and on an ongoing basis. This information will be analysed and feed into any developments.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Compile a list of the various forums to engage parents and carers		Childcare team to link with schools and Cylchoedd Meithrin to create a survey Share survey with parental groups and on website Analyse survey findings Explore the possibility of developing a FIS app where these surveys can be accessed		Review survey analysis and create action plan to ensure that parental views and concerns are responded to effectively Complete CSA reviews annually to review Welsh-medium childcare demand. Link in with Health to engage with parents/carer pre-birth		Continue and enhance engagement with parent/carer to seek views Parental consultation surveys for all parents for quantitative engagement. Create focus groups with targeted parents for qualitative data Link in with all schools to support the focus groups and		Continue and enhance engagement with parent/carer to seek views	

	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
					Link in strategic and operational actions to CSA action plan.		send out links to all parents on our behalf for the surveys. Work with partners to engage with those parents/carers who are harder to reach, ensure that their voice is heard.			
Action holders	Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome sub-group 1		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group			

Target 1.9	Effective support for parents focussed on supporting decisions regarding a Welsh-medium education for their child will include homework clubs and Welsh language classes for non-Welsh speaking parents.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Welsh-medium		Collate information		Audit support		Review information		Promote, market, and	

	schools to upload a copy of 'Pam dewis addysg Gymraeg? to their website Promote, market, and celebrate 'Pam dewis addysg Gymraeg?' booklet / myth busting across various platform		regarding Welsh language and refresher classes for parents and promote courses available within all areas of the community Promote, market, and celebrate 'Pam dewis addysg Gymraeg?' booklet / myth busting across various platform Collate information about open days at Welsh-medium childcare settings and schools and promote across various platforms		available for parents such as homework clubs. Share this information with parents via schools and various platforms Maintain the language course audit. Promote and market Welsh language courses and refresher courses on various platforms and share with schools Promote, market, and celebrate 'Pam dewis addysg Gymraeg?' booklet / myth busting across various platform		on Welsh-medium schools' websites and suggest ways to improve support for parents Explore the support that parents feel that they would like to seek to work with partners and agencies to fill the gap Promote, market, and celebrate 'Pam dewis addysg Gymraeg?' booklet / myth busting across various platform Promote Welsh classes and courses available		celebrate 'Pam dewis addysg Gymraeg?' booklet/myth busting across various platform Promote Welsh classes and courses available Collate information about open days at Welsh-medium childcare settings and schools and promote across various platforms Promote CSC 'Supporting your child to use Welsh language at home' resource: Primary Secondary	

			Promote CSC 'Supporting your child to use Welsh language at home' resource: [Primary](#) [Secondary](#)		Collate information about open days at Welsh-medium childcare settings and schools and promote across various platforms Promote CSC 'Supporting your child to use Welsh language at home' resource: [Primary](#) [Secondary](#)		Collate information about open days at Welsh-medium childcare settings and schools and promote across various platforms Promote CSC 'Supporting your child to use Welsh language at home' resource: [Primary](#) [Secondary](#)			
Action holders	Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Headteachers Menter Bro Ogwr Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 1 sub-group Promotion, marketing and celebrating sub-group	

Target 1.10	Development the early years pages on the BCBC website, focusing on the Family Information Service (FIS) aspect.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Appoint FIS Officer and set up regular meeting with key WEF partners to inform the development of the FIS web pages in terms of providing good quality up-to-date information on Welsh-medium childcare and education options		Review current information on website and suggest improvements to include links to Welsh learning and socialising Create an action plan with task and finish group with regards to the website.		Develop Flying Start webpage on the BCBC website, which will include information regarding Welsh-medium settings available as part of the Flying Start offer where school admissions deadlines and information will be included		Regular cycle of meetings to continually inform the content of the FIS web pages Ensure pages reflect the most up-to-date information, in line with Flying Start expansion		Regular cycle of meetings to continually inform the content of the FIS web pages Ensure pages reflect the most up-to-date information, in line with Flying Start expansion	
Action holders	Early Years and Childcare Manager Family Information Service and Childcare Development Officer Consultation Engagement and Equalities Manager Outcome 1 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Consultation Engagement and Equalities Manager Outcome 1 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Consultation Engagement and Equalities Manager Outcome 1 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Consultation Engagement and Equalities Manager Outcome 1 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Consultation Engagement and Equalities Manager Outcome 1 sub-group	

	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group

Target 1.11	Monitor the use of Welsh Government marketing campaigns and promote the resources which are on the Welsh Government website. A working group has been designed to identify potential improvements to the school admission process. The process is being reviewed to ensure that all parents can 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. The development of a video will also be considered.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Monitor the use of Welsh Government marketing campaigns and encourage residents within the borough to capitalise on the Welsh Language incentives offered (for example, free Welsh lessons for 18 to 25-year-olds/teaching staff)

Following analysis from the school admissions | | Monitor the use of Welsh Government marketing campaigns

Implement any changes introduced by Welsh Government

Once website changes have been made, ensure that any new information from Welsh Government is updated

Monitor resources | | Monitor the use of Welsh Government marketing campaigns

Implement any changes introduced by Welsh Government

Once website changes have been made, ensure that any new information from Welsh Government is updated

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Once website changes have been made, ensure that any new information from Welsh Government is updated

Monitor resources | | Monitor the use of Welsh Government marketing campaigns

Implement any changes introduced by Welsh Government

Once website changes have been made, ensure that any new information from Welsh Government is updated

Monitor resources | |

	activity, areas for celebration, marketing and promotion of Welsh-medium education uptake will be undertaken		on the Welsh Government website and promote with schools and partners using various platforms		on the Welsh Government website and promote with schools and partners using various platforms		on the Welsh Government website and promote with schools and partners using various platforms		on the Welsh Government website and promote with schools and partners using various platforms	
	Implement any changes introduced by Welsh Government									
	Monitor resources on the Welsh Government website and promote with schools and partners using various platforms									
	Where possible, reshare Welsh Government promotional activities on									

	corporate social media accounts.				
Action holders	Consultation Engagement and Equalities Manager WESP Co-ordinator Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Consultation Engagement and Equalities Manager WESP Co-ordinator Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Consultation Engagement and Equalities Manager WESP Co-ordinator Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Consultation Engagement and Equalities Manager WESP Co-ordinator Outcome 1 sub-group Promotion, marketing and celebrating sub-group	Consultation Engagement and Equalities Manager WESP Co-ordinator Outcome 1 sub-group Promotion, marketing and celebrating sub-group

Target 1.12	Develop a strategic process and protocol in partnership with Welsh-medium school head teachers, Cylch Meithrin staff, Mudiad Meithrin and colleagues from the sector to set out clear principles to support and improve the transition from early years childcare provision into early years education places.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions			Undertake an audit of transition from Welsh-medium childcare provision to Welsh-medium schools

Analyse available information and set targets to improve.

Strengthen existing partnership between Mudiad Meitthrin and the Childcare team by establishing regular strategic | | Speak to families who choose not to continue the Welsh-medium journey to better understand the barriers

Early years integration project – Welsh-medium representatives to be part of the project. | | Develop an action plan / strategic process where all partners involved in transition are clear regarding responsibilities and actions that will increase and support strong transition practices and outcomes to improve the current rate of transition.

Transition action will include open days, literature to parents, visits to the schools | | Strategic process is in place and all partners working together. Share good practice within relevant forums

Joint action between all partners to address perceived barriers to parents choosing to continue Welsh-medium education.

Better/earlier access to information

Open days in Welsh- | |

			planning meetings				Better/earlier access to information Promote open days in Welsh-medium schools Welsh-medium senior leaders visiting Cylchoedd Meithrin Analyse transition rates		medium schools Welsh-medium senior leaders visiting Cylchoedd Meithrin Analyse transition rates Promote open days in Welsh-medium schools
Action holders			Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 1 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Headteachers Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Headteachers Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Headteachers Mudiad Meithrin Outcome 1 sub-group Promotion, marketing and celebrating sub-group

Target 1.13	The partnership with Mudiad Meithrin will be further strengthened to encourage more effective planning and ensure actions within the ten-year WESP can be delivered.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Research into funding session costs for parents to send their children to Cylchoedd meithrin for three sessions to allow parents to try Cylchoedd meithrin before deciding		Establish regular strategic planning meetings between Mudiad Meithrin and the Early Years and Childcare Team.		Establish regular strategic planning meetings between Mudiad Meithrin and Welsh-medium headteachers Effective planning and minuting means that meetings are productive and result in actions that create lasting change		Effective planning and minuting means that meetings are productive and result in actions that create lasting change		Effective planning and minuting means that meetings are productive and result in actions that create lasting change	
Action holders	Early Years and Childcare Manager Family Information Service and Childcare Development Officer		Early Years and Childcare Manager Family Information Service and Childcare Development Officer		Early Years and Childcare Manager Family Information Service and Childcare Development Officer		Early Years and Childcare Manager Family Information Service and Childcare Development Officer		Early Years and Childcare Manager Family Information Service and Childcare Development Officer	

	Mudiad Meithrin Outcome 1 sub-group	Mudiad Meithrin Outcome 1 sub-group	Mudiad Meithrin Headteachers Outcome 1 sub-group	Mudiad Meithrin Headteachers Outcome 1 sub-group	Mudiad Meithrin Headteachers Outcome 1 sub-group

Target 1.14	Develop three new Flying Start funded Ti a Fi settings in collaboration with three of the four Welsh-medium primary schools and Mudiad Meithrin.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Establish Ti a Fi in Bettws and Blaengarw, funded by Flying Start Promote, market, and celebrate Ti a Fi sessions on various platforms		Explore feasibility of Ti a Fi sessions at Ysgol y Ferch o'r Sgêr and/or the Integrated Childrens' Centre (ICC). Establish during academic year. Promote, market, and celebrate Ti a Fi sessions on various platforms		Explore possibility of further Ti a Fi sessions, subject to funding and staffing. Promote, market, and celebrate Ti a Fi sessions on various platforms		Explore possibility of further Ti a Fi sessions, subject to funding and staffing. Promote, market, and celebrate Ti a Fi sessions on various platforms		Explore possibility of further Ti a Fi sessions, subject to funding and staffing. Promote, market, and celebrate Ti a Fi sessions on various platforms	
Action holders	Early Years and Childcare Manager Family Information Service and Childcare Development Officer		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin	

Mudiad Meithrin	Outcome 1 sub-group	Outcome 1 sub-group	Outcome 1 sub-group	Outcome 1 sub-group
Outcome 1 sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group
Members of promotion, marketing and celebrating sub-group				

Outcome 2:	More reception class children/five-year-olds receive their education through the medium of Welsh

Strategic Lead:	Michelle Hatcher
WESP Co-ordinator:	Becca Avci
Chair of Outcome 2 Sub-group:	Gaynor Thomas

Target 2.1	Provide a new build and enlarge Ysgol y Ferch o'r Sgêr from its existing PAN of 30 to 60 to serve the West of the County Borough. The proposal has already been subject to a consultation process under the School Organisation Code and Cabinet approval has been received. The new school is programmed to open in September 2024.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024 – 2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Complete stage 1 and submit report to Welsh Government for approval Complete Outline Business Case and seek Welsh Government approval Subject to Welsh Government approval,		Complete stage 2 and seek Welsh Government approval Full Business Case submission to Welsh Government and approval sought Commence construction (subject to Welsh Government approvals		Complete construction Decant into the new school School opens for pupils Demolition of existing buildings and complete external works Promote, market, and celebrate		Promote, market, and celebrate new build and expansion of school on various platforms		Promote, market, and celebrate new build and expansion of school on various platforms	

	Commence stage 2	and obtaining planning consent). Promote, market, and celebrate new build and expansion of school on various platforms	new build and expansion of school on various platforms		
Action holders	Schools Programme Manager Outcome 2 sub-group	Schools Programme Manager Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Schools Programme Manager Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Outcome 2 sub-group Promotion, marketing and celebrating sub-group

Target 2.2	Enlarge and relocate Ysgol Gymraeg Bro Ogwr to an alternative nearby site to meet the current and future demand for Welsh-medium education in the Valleys Gateway, Bridgend and Pencoed areas of the county borough. The new school is scheduled to open in September 2025 with an increased Pupil Admissions Number (PAN) of 75 (that is, 2.5 forms of entry). The current PAN is 54.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Report the outcome of the statutory process (School Organisation Code, 2018) to Cabinet and seek approval to proceed

Commence the design process | | Conclude the design process

Submit a planning application for the replacement school

Undertake a tender process for the construction of the replacement school via the SEWSCAP Framework Agreement

Submit the Full Business Case to Welsh | | Continue with the construction of the replacement school

Promote, market, and celebrate new build and expansion of school on various platforms | | Conclude construction

Decant the existing school into the replacement school

Replacement school opens for pupils

Promote, market, and celebrate new build and expansion of school on various platforms | | Defects liability period ends

Promote, market, and celebrate new build and expansion of school on various platforms | |

			Government for approval							
			Appoint the successful bidder to undertake construction							
			Commence construction							
Action holders	Schools Programme Manager		Schools Programme Manager		Schools Programme Manager Outcome 2 sub-group Promotion, marketing and celebrating sub-group		Schools Programme Manager Outcome 2 sub-group Promotion, marketing and celebrating sub-group		Schools Programme Manager Outcome 2 sub-group Promotion, marketing and celebrating sub-group	

Target 2.3	Secure temporary additional classroom provision for Ysgol Gymraeg Bro Ogwr in the interim period between 2022-2025 following approval of funding through the Welsh-medium capital grant.										
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Obtain Welsh Government approval for the Business Justification Case Design Obtain planning permission Tender via Sell2Wales Construction commences		Building ready for occupation							
Action holders	Schools Programme Manager		Schools Programme Manager							

Target 2.4	Establish seedling school provision in Porthcawl by 2025									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Seek Council approval for inclusion of the scheme in the capital programme Seek Cabinet approval to consult on the proposal Undertake consultation and report the outcome back to Cabinet Commence design		Seek planning consent Conclude design and tender the scheme Submit Business Justification Case to Welsh Government and seek approval Commence construction Promote, market, and celebrate new school across various platforms		Complete construction and open for pupils - January 2025 Promote, market, and celebrate new school across various platforms		End of defects liability period Promote, market, and celebrate new school across various platforms		Promote, market, and celebrate new school across various platforms	
Action holders	Schools Programme Manager		Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group		Outcome 2 sub-group	

		Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group

Target 2.5	Complete site options appraisal for Ysgol Gyfun Gymraeg Llangynwyd by 2022-2023 with a site feasibility study completed by 2023-2024.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Undertake education and site option appraisals		Continue with education and site option appraisals Feasibility study		Conclude feasibility study				When appropriate, promote, market, and celebrate new school across various platforms	
Action holders	Schools Programme Manager		Schools Programme Manager		Schools Programme Manager				Outcome 2 sub-group Promotion, marketing and celebrating sub-group	

Target 2.6	Scope options to progress Porthcawl and Bridgend South-East Welsh-medium primary provision linked to the on Local Development Plan (LDP).									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Undertake options appraisal (long list) Communication with developers to promote Pencoed. Add advisory note to permissions		Continue with options appraisal (long list) and identify short list and preferred option Subject to land availability, undertake feasibility		Subject to land availability, continue with feasibility				When appropriate, promote, market, and celebrate new school across various platforms	
Action holders	Schools Programme Manager		Schools Programme Manager		Schools Programme Manager				Outcome 2 sub-group Promotion, marketing and celebrating sub-group	

Target 2.7	Develop a promotion and communications plan within the first year of the WESP which considers and addresses the barriers to choosing a Welsh-medium education, accessibility; and proximity of provision.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Create a sub-group for promotion, marketing and celebrating Share Central South Consortium (CSC) 'Supporting your child to use the Welsh language at home' resource with parents. Publish on website. <u>Primary Secondary</u>		Research barriers to choosing Welsh-medium education Research the most effective ways to communicate addressing barriers Undertake an audit of communications for choosing Welsh-medium education as a baseline. Parents are aware of provision for Welsh-medium		Create an action plan including dates to promote all new settings and implement Actions on the plan will include: Task and finish group to develop a pupil road map of opportunities Promote 'Pam dewis addysg Gymraeg?' booklet		Promote, market, and celebrate pupil road map to make parents and potential parents aware of opportunities throughout the pupil's educational career Promote 'Pam dewis addysg Gymraeg?' booklet		Promote, market, and celebrate pupil road map to make parents and potential parents aware of opportunities throughout the pupil's educational career Promote 'Pam dewis addysg Gymraeg?' booklet	

		through updated transition plans published on schools' websites								
Action holders	Promotion, marketing and celebrating sub-group CSC		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 2 sub-group Promotion, marketing and celebrating sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Outcome 2 sub-group Promotion, marketing and celebrating sub-group		Consultation Engagement and Equalities Manager Outcome 2 sub-group Promotion, marketing and celebrating sub-group		Consultation Engagement and Equalities Manager Outcome 2 sub-group Promotion, marketing and celebrating sub-group		

Target 2.8	Within the first year of the WESP, consider the recommendations from the review undertaken with regards to developing a local late immersion provision and utilise the immersion grant to support the developments.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Apply for immersion grant Consider locations for the provision Appoint one teacher and one LSO Purchase resources for the immersion provision Visit other local authorities' immersion units. Service Level Agreement (SLA) to join CSC Immersion	£340k grant allocated. Teacher and learning support officer (LSO) in place 10pupils supported across two schools. £2.5k order of resources. Staff travelling between schools as no suitable location available.	Write an admissions policy/ strategy for secondary pupils (age) Advertise and employ two LSOs (total of three LSOs) Immersion teacher to an active member of CSC Late Immersion Provision network Monitor numbers attending Monitor levels and progress within the provision programme		Explore different strategies to promote transferring from English-medium to Welsh-medium education Advertise and employ two LSOs (total of five LSOs) Immersion teacher to an active member of CSC Late Immersion Provision network Monitor numbers attending Monitor levels and		Promote and market transferring from English-medium to Welsh-medium education		Promote and market transferring from English-medium to Welsh-medium education	

	Provision network Monitor numbers attending Monitor levels and progress within the provision programme £5k to purchase resources Create an action plan to market the immersion provision across platforms		£5k to purchase resources Consider permanent location for the late immersion provision Promote, market, and celebrate the immersions provision		progress within the provision programme £5k to purchase resources Consider permanent location for the late immersion provision Promote, market, and celebrate the immersions provision	
Action holders	Group Manager Learner Support WESP Co-ordinator Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support WESP Co-ordinator Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support WESP Co-ordinator Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Outcome 2 sub-group Promotion, marketing and celebrating sub-group

Target 2.9	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.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Share immersion resources and training available from CSC with Welsh-medium headteachers Publish primary and secondary immersion resources to support learning and teaching. Deliver methodology of teaching language professional learning linked to immersion resources.		Deliver methodology of teaching language professional learning linked to immersion resources. Share best practice for late immersion teaching in network meetings. Facilitate a regional network for language immersion teachers and teaching assistants to share best practice.		Deliver methodology of teaching language professional learning linked to immersion resources. Share best practice for late immersion teaching in network meetings. Facilitate a regional network for language immersion teachers and teaching assistants to share best practice.		Deliver methodology of teaching language professional learning linked to immersion resources. Share best practice for late immersion teaching in network meetings. Facilitate a regional network for language immersion teachers and teaching assistants to share best practice.		Deliver methodology of teaching language professional learning linked to immersion resources. Share best practice for late immersion teaching in network meetings. Facilitate a regional network for language immersion teachers and teaching assistants to share best practice.	

	Share best practice for late immersion teaching in network meetings. Facilitate a regional network for language immersion teachers and teaching assistants to share best practice.									
Action holders	WESP co-ordinator Headteachers Teachers CSC Outcome 2 sub-group	WESP co-ordinator Headteachers Teachers CSC Outcome 2 sub-group	WESP co-ordinator Headteachers Teachers CSC Outcome 2 sub-group	WESP co-ordinator Headteachers Teachers CSC Outcome 2 sub-group	WESP co-ordinator Headteachers Teachers CSC Outcome 2 sub-group

Target 2.10	Review the information regarding a Welsh-medium education which is detailed on the local authority's website to ensure that parents applying for places can easily navigate to the correct pages and locate relevant information.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Form a task and finish group within the promotion, marketing and celebrating sub-group Set objectives of the group and the most effective way of working		Audit the information on the website, the location, and the ease of use Work with officers to update and modify information.		Create an action plan for improvement which could include an information page giving all information about the local area ensuring that there is increased signposting to Welsh-medium education from multiple areas Present the action plan		Changes to website are made Task and finish group to re-audit the information on the website to ensure that the location of the information is correct, and it is easily navigated		Maintain updates on website	
Action holders	Early Years and Childcare Manager Family Information Service and Childcare Development Officer		Early Years and Childcare Manager Family Information Service and Childcare Development Officer		Early Years and Childcare Manager Family Information Service and Childcare Development Officer		Early Years and Childcare Manager Family Information Service and Childcare Development Officer		Early Years and Childcare Manager Family Information Service and Childcare Development Officer	

Consultation Engagement and Equalities Manager Outcome 2 sub-group Members of promotion, marketing and celebrating sub-group	Consultation Engagement and Equalities Manager Group Manager Business Support Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Consultation Engagement and Equalities Manager Group Manager Business Support Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Consultation Engagement and Equalities Group Manager Business Support Manager Outcome 2 sub-group Promotion, marketing and celebrating sub-group	Consultation Engagement and Equalities Manager Outcome 2 sub-group Promotion, marketing and celebrating sub-group

Target 2.11	Maximise grant funding opportunities from Welsh Government to support the targeted increase in Welsh-medium primary provision									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Identify potential schemes at primary and secondary level to increase places, if required. Continue to maximise grant funding opportunities throughout the ten-year WESP period		Identify potential schemes at primary and secondary level to increase places, if required.		Identify potential schemes at primary and secondary level to increase places, if required.		Identify potential schemes at primary and secondary level to increase places, if required.		Identify potential schemes at primary and secondary level to increase places, if required.	
Action holders	Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group	

Target 2.12	Explore potential opportunities for delivering schemes wholly or partly via section 106 agreements, as a contribution for education places to serve new housing developments, where applicable.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	The local authority will continue to maximise 106 funding opportunities throughout the ten-year WESP period to support the growth in Welsh-medium education.		Revisit Supplementary Planning Guidance 16 (contribution to education provision)		Revisit Supplementary Planning Guidance 16 (contribution to education provision)		Revisit Supplementary Planning Guidance 16 (contribution to education provision)		Revisit Supplementary Planning Guidance 16 (contribution to education provision)	
Action holders	Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group		Schools Programme Manager Outcome 2 sub-group	

Outcome 3:	More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another

Strategic Lead:	Michelle Hatcher
WESP Co-ordinator:	Becca Avci
Chair of Outcome 3 Sub-group:	Chris Newcombe

Target 3.1	The analysis of data, target setting, monitoring, and evaluation of transfer rates from each phase of statutory education will be a priority within the first five years of the WESP. Work in partnership 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									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024 – 2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Ensure that Welsh is referred to in transition plans and that it is published on the school websites

Parents are aware of provision for Welsh-medium through transition plans published | | Outcome 3,4 and 5 sub-group to explore the data available and decide on which data is to be analysed and monitored.

Analyse transfer data and provide a strategic overview | | Analyse transfer data and provide a strategic overview

Monitor and evaluate transfer data

Review transfer target

Audit additional learning needs | | Analyse transfer data and provide a strategic overview

Monitor and evaluate transfer data

Monitor data to identify schools where transition rates are low | | Analyse transfer data and provide a strategic overview

Monitor and evaluate transfer data

Parents are aware of provision for Welsh-medium through transition plans | |

	on schools' websites		Set aspirational targets for 2027 with milestones for each year Parents are aware of provision for Welsh-medium through transition plans published on schools' websites Schools to share CSC 'Supporting your child to use the Welsh language at home' resource with parents. Publish on website [Primary](#) [Secondary](#)		(ALN) Welsh-medium support for transition. Use transfer data to identify schools where transition rates are low Work with Welsh-medium headteachers to explore reasons why and provide support to schools and parents using information below Refer to Welsh in transition plans Parents are aware of provision for Welsh-medium through		Work with Welsh-medium headteachers to explore reasons why and provide support to schools and parents Parents are aware of provision for Welsh-medium through transition plans published on schools' websites Schools to share CSC 'Supporting your child to use the Welsh language at home' resource with parents. Publish on website Primary Secondary		published on schools' websites Schools to share CSC 'Supporting your child to use the Welsh language at home' resource with parents. Publish on website. Primary Secondary BCBC, schools and Mudiad Meithrin to share 'Pam dewis addysg Gymraeg?' booklet on websites	

					transition plans published on schools' website Schools to share CSC 'Supporting your child to use the Welsh language at home' resource with parents. Publish on website. Primary Secondary BCBC, schools and Mudiad Meithrin to share 'Pam dewis addysg Gymraeg?' booklet on websites		BCBC, schools and Mudiad Meithrin to share 'Pam dewis addysg Gymraeg?' booklet on websites.			
Action holders	Group Manager School Support Headteachers Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Headteachers Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Headteachers CSC Outcome 3,4 and 5 sub-group		Group Manager School Support Headteachers CSC Outcome 3,4 and 5 sub-group		Group Manager School Support Headteachers CSC Outcome 3,4 and 5 sub-group	

| | | | Promotion, marketing and celebrating sub-group | Promotion, marketing and celebrating sub-group | Promotion, marketing and celebrating sub-group |

Target 3.2	Monitor the increase in numbers which feed through to Year 3 within the first five years of WESP.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Monitor data for each year group to foresee the data for Year 3		Monitor data for each year group to foresee the data for Year 3 Set targets for Year 3 for three years to increase numbers		Monitor data for each year group to foresee the data for Year 3 Review targets for Year 3 Explore intervention strategies which would include working with the Promotion, marketing and celebrating sub-group		Monitor data annually for each year group. Review targets for Year 3 Implement intervention strategies if required		Monitor data annually for each year group Review targets for Year 3 Implement intervention strategies if required. Evaluate interventions implemented and number which feed through to Year 3	
Action holders	Group Manager School Support Outcome 3,4 and 5 sub-group		Group Manager School Support Outcome 3,4 and 5 sub-group		Group Manager School Support Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Outcome 3,4 and 5 sub-group		Group Manager School Support Outcome 3,4 and 5 sub-group	

Target 3.3	Promotion of strategies for the effective use of Welsh in formal and informal situations across all sectors and age ranges will continue to be developed and monitored by WEF.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Implement and develop Siarter Iaith Cymraeg Campus framework. Produce resources and case studies to support schools to make progress with Siarter Iaith Cymraeg Campus. Facilitate networks for Siarter Iaith and Cymraeg Campus leads. CSC to provide termly Siarter Iaith		92% of English-medium schools engaged in Siarter Iaith Cymraeg Campus framework Schools achieve progressive levels of the Siarter Iaith Cymraeg Campus framework. Produce resources and case studies to support schools to make progress with Siarter Iaith Cymraeg Campus.		94% of English-medium schools engaged in Siarter Iaith Cymraeg Campus framework Produce resources and case studies to support schools to make progress with Siarter Iaith Cymraeg Campus. Facilitate networks for Siarter Iaith and Cymraeg Campus leads.		96% of English-medium schools engaged in Siarter Iaith Cymraeg Campus framework Schools achieve progressive levels of the Siarter Iaith Cymraeg Campus framework. All Welsh-medium schools to receive the next award Produce resources and case studies to support schools to		100% of English-medium schools engaged in Siarter Iaith Cymraeg Campus framework Schools achieve progressive levels of the Siarter Iaith Cymraeg Campus framework. Produce resources and case studies to support schools to make progress with Siarter Iaith Cymraeg Campus.	

	data that will be shared with the WEF for discussion. Encourage and support schools who have not started their Siarter Iaith Cymraeg Campus journey to do so. Celebrate schools who have received awards and promote on various platforms Explore opportunities to use Welsh informally with WEF partners. Promote map of opportunities across various platforms		Facilitate networks for Siarter Iaith and Cymraeg Campus leads. CSC to provide termly Siarter Iaith data that will be shared with the WEF for discussion. . Encourage and support schools who have not started their Siarter Iaith Cymraeg Campus journey to do so. Celebrate schools who have received awards and promote on various platforms		CSC to provide termly Siarter Iaith data that will be shared with the WEF for discussion. Encourage and support schools who have not started their Siarter Iaith Cymraeg Campus journey to do so. Celebrate schools who have received awards and promote on various platforms		make progress with Siarter Iaith Cymraeg Campus. Facilitate networks for Siarter Iaith and Cymraeg Campus leads. CSC to provide termly Siarter Iaith data that will be shared with the WEF for discussion. . Encourage and support schools who have not started their Siarter Iaith Cymraeg Campus journey to do so. Celebrate schools who have received awards and		Facilitate networks for Siarter Iaith and Cymraeg Campus leads. CSC to provide termly Siarter Iaith data that will be shared with the WEF for discussion. . Encourage and support schools who have not started their Siarter Iaith Cymraeg Campus journey to do so. Celebrate schools who have received awards and promote on various platforms	

					promote on various platforms			
Action holders	Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group			

Target 3.4	Facilitate collaboration between primary and secondary schools to produce resource that promote linguistic progression to parents/carers									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Reference to Welsh-transition plans All schools to publish transition plans on their websites	Transition plans published on websites	Review transition plans annually and publish on website		Review transition plans annually and publish on website		Review transition plans annually and publish on website		Review transition plans annually and publish on website	
Action holders	Group Manager School Support Headteachers Outcome 3,4 and 5 sub-group		Group Manager School Support Headteachers Outcome 3,4 and 5 sub-group		Group Manager School Support Headteachers Outcome 3,4 and 5 sub-group		Group Manager School Support Headteachers Outcome 3,4 and 5 sub-group		Group Manager School Support Headteachers Outcome 3,4 and 5 sub-group	

Target 3.5	Provide opportunities for Welsh-medium schools to engage in initiatives to monitor linguistic progression (for example, comparative judgement).									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Develop, pilot, and publish a standardised reading test for Years 1-11 in Welsh-medium schools Facilitate No more marking / Comparative Judgment programme for Welsh medium schools Facilitate Darllen Dros Gymru (Welsh-medium first language book quiz)		Develop, pilot, and publish a standardised spelling test for Years 1-11 in Welsh-medium schools Review of number of schools using 'No more marking' programme and impact Facilitate Darllen Dros Gymru (book quiz) Promote Dwlu Darllen reading challenge (Welsh		All Welsh-medium schools to use CSC's standardised reading and spelling tests from Year 1-11 Audit the numbers taking part in Darllen Dros Gymru (Welsh first language) Audit the number of schools taking part in Dwlu Darllen (Welsh second language)		All Welsh-medium schools to use CSC's standardised reading and spelling tests from Year 1-11		All Welsh-medium schools to use CSC's standardised reading and spelling tests from Year 1-11	

	Promote, market, and celebrate Darllen Dros Gymru on various platforms	second language book quiz)			
Action holders	Group Manager School Support CSC Headteachers Consultation Engagement and Equalities Manager Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	Group Manager School Support CSC Headteachers Consultation Engagement and Equalities Manager Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	Group Manager School Support CSC Headteachers Consultation Engagement and Equalities Manager Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	Group Manager School Support Headteachers CSC	Group Manager School Support Headteachers CSC

Target 3.6	Provide advice, professional learning, and resources 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 (for example, webinars, podcasts, blogs and learning walks).									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Asynchronous, face-to-face, and bespoke Welsh across the curriculum professional learning. Sharing best practice via networks. Continue to develop and promote Welsh across the curriculum resource community on CSC website		Liaise with CSC to identify and plan support for this year. Asynchronous, face-to-face, and bespoke Welsh across the curriculum professional learning. Sharing best practice via networks. Continue to develop and promote Welsh across the curriculum resource community on CSC website		Liaise with CSC to identify and plan support for this year. Asynchronous, face-to-face, and bespoke Welsh across the curriculum professional learning. Sharing best practice via networks. Continue to develop and promote Welsh across the curriculum resource community on CSC website		Liaise with CSC to identify and plan support for this year. Asynchronous, face-to-face, and bespoke Welsh across the curriculum professional learning. Sharing best practice via networks. Continue to develop and promote Welsh across the curriculum resource community on CSC website		Liaise with CSC to identify and plan support for this year. Asynchronous, face-to-face, and bespoke Welsh across the curriculum professional learning. Sharing best practice via networks. Continue to develop and promote Welsh across the curriculum resource community on CSC website	

Action holders	CSC Group Manager School Support Consultation Engagement and Equalities Manager Promotion, marketing and celebrating sub-group	CSC Group Manager School Support Consultation Engagement and Equalities Manager Promotion, marketing and celebrating sub-group	CSC Group Manager School Support Consultation Engagement and Equalities Manager Promotion, marketing and celebrating sub-group	CSC Group Manager School Support Consultation Engagement and Equalities Manager Promotion, marketing and celebrating sub-group	CSC Group Manager School Support Consultation Engagement and Equalities Manager Promotion, marketing and celebrating sub-group

Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

Strategic Lead:	Michelle Hatcher
WESP Co-ordinator:	Becca Avci
Chair of Outcome 4 Sub-group:	Chris Newcombe

Target 4.1	Annual monitoring of transfer rates and actions identified and reported to WEF.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024 – 2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Support the collaboration between Ysgol Gyfun Gymraeg Llangynwyd and Ysgol Gyfun Gymraeg Llanhari to enhance the development of learners continuing in a Welsh medium school		Analyse key Stage 4 and Key Stage 5 transfer data and produce strategic overview report. Analyse the utilisation of a Blended learning approach at Post-16 between Maesteg and Pencoed		Analyse Key Stage 4 and Key Stage 5 transfer data and produce strategic overview report. Develop the blended learning approach to allow for any issues and problems that may have occurred.		Analyse Key Stage 4 and Key Stage 5 transfer data and produce strategic overview report. Explore rolling out the blended learning approach across more schools to increase the number of learners studying Welsh as a		Analyse Key Stage 4 and Key Stage 5 transfer data and produce strategic overview report.	

		Analyse the retention of learners within the blended learning pilot.				second language			
Action holders	Group Manager School Support Headteachers Teachers	Group Manager School Support Headteachers Teachers Outcome 3,4 and 5 sub-group		Group Manager School Support Headteachers Teachers Outcome 3,4 and 5 sub-group		Group Manager School Support Headteachers Teachers Outcome 3,4 and 5 sub-group		Group Manager School Support Headteachers Teachers Outcome 3,4 and 5 sub-group		

Target 4.2	Improve retention and transition rates during the first five years of this plan.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Analyse and monitor retention and transition rates		Analyse and monitor retention and transition rates Set aspirational targets for retention and transition rates		Audit transition process between primary and secondary Review and monitor targets for retention and transition rates Increase in the number of pupils transferring from primary to secondary-ensuring high transition rates from all primary feeder schools.		Monitor improved retention and transition rates Review and monitor targets for retention and transition rates Create an action plan for a clear transition process between primary and secondary sectors which could include a transition calendar		Monitor improved retention and transition rates Review and monitor targets for retention and transition rates	
Action holders	Group Manager School Support		Group Manager School Support		Group Manager School Support Headteachers		Group Manager School Support Headteachers		Group Manager School Support Headteachers	

	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group

Target 4.3	Increase the number of learners remaining in Post-16.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Use blended learning to deliver subjects with lower numbers. Publish a resource to promote uptake of Welsh A-level (use of social media, past pupil/parent experiences, promote advantages) Work in partnership with Qualifications Wales to ensure parity in the development of Key Stage 4 and Post-16		Audit of the courses available to Post-16 learners through the medium of Welsh Analyse data for Post-16 leaners. Set targets for following years Promote courses that are offered Post-16 through the medium of Welsh on various platforms Publish a resource to promote uptake of Welsh A-level.		Explore the possibility of increasing the offer of Post-16 courses with schools and further education Monitor retention rates. Work with schools and further education to promote courses and benefits of Post-16 education Publish a resource to promote uptake of Welsh A-level.		Explore the possibility of creating a Post-16 prospectus of courses available through the medium of Welsh Promote courses that are offered Post-16 through the medium of Welsh on various platforms Publish a resource to promote uptake of Welsh A-level. Use blended learning to deliver subjects		Publish a resource to promote uptake of Welsh A-level. Use blended learning to deliver subjects with lower numbers. Promote resources created by Coleg Cymraeg Cenedlaethol focussed on the benefits of studying A-Level Welsh. Work in partnership with Qualification	

	qualifications.		Use blended learning to deliver subjects with lower numbers. Promote resources created by Coleg Cymraeg Cenedlaethol focussed on the benefits of studying A-Level Welsh. Work in partnership with Qualifications Wales to ensure parity in the development of Key Stage 4 and Post-16 qualifications. Encourage staff to engage with qualifications		Use blended learning to deliver subjects with lower numbers. Promote resources created by Coleg Cymraeg Cenedlaethol focussed on the benefits of studying A-Level Welsh. Work in partnership with Qualifications Wales to ensure parity in the development of Key Stage 4 and Post-16 qualifications. Encourage staff to engage with qualifications reforms consultations.		with lower numbers. Promote resources created by Coleg Cymraeg Cenedlaethol focussed on the benefits of studying A-Level Welsh. Work in partnership with Qualifications Wales to ensure parity in the development of Key Stage 4 and Post-16 qualifications. Encourage staff to engage with qualifications reforms consultations. Advise Qualifications Wales of		s Wales to ensure parity in the development of Key Stage 4 and Post-16 qualifications. Encourage staff to engage with qualifications reforms consultations. Advise Qualifications Wales of the need to develop a more relevant and modern content for Welsh GCSE within the Welsh qualifications	

		reforms consultations. Advise Qualifications Wales of the need to develop a more relevant and modern content for Welsh GCSE within the Welsh qualifications		Advise Qualifications Wales of the need to develop a more relevant and modern content for Welsh GCSE within the Welsh qualifications		the need to develop a more relevant and modern content for Welsh GCSE within the Welsh qualifications			
Action holders	Group Manager School Support CSC Outcome 3,4 and 5 sub-group	Group Manager School Support Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	

Target 4.4	Evaluate blended/remote learning approaches within the first year of the WESP. 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									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Analyse uptake data of blended/remote learning and the courses on offer Evaluate blended/remote learning Consider use of digital technology to increase the qualification offer through the medium of Welsh.		Analyse uptake data. Promote and celebrate good practice Explore working with agencies to promote blended learning to deliver subjects with lower numbers. Explore delivering Welsh second language as a subject via blended / remote learning where there's low		Analyse uptake data. Evaluate blended/ remote learning. Explore schools working together to support blended/remote learning with subjects that have a low uptake Promote and celebrate good practice		Analyse uptake data. Evaluate blended/ remote learning. Support schools working together to provide blended/remote learning Promote and celebrate good practice		Analyse uptake data. Evaluate blended/ remote learning. Support schools working together to provide blended/remote learning Promote and celebrate good practice	

			capacity to teach subject within English-medium schools Evaluate blended/remote learning.							
Action holders	Group Manager School Support Teachers Headteachers Outcome 3,4 and 5 sub-group		Group Manager School Support Teachers Headteachers Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Teachers Headteachers Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Teachers Headteachers Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Teachers Headteachers Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	

Target 4.5	Raise awareness of the additional resources which have been created by CSC specifically for Welsh speakers within the first year of the WESP									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Encourage school staff to engage with CSC Hwb Communities and to join Welsh networks

Publish Welsh Special bulletin which includes reference to resources available to support learning and teaching of Welsh.

Promote available resources through various CSC networks, social media, and online communities. | | Continue to promote available resources through various CSC networks, social media, and online communities.

Continue to develop appropriate resources to meet the needs of Curriculum for Wales for example Llwyfan Llafar Key Stage 4 and secondary Welsh language immersion resources. | | Promote, market, and celebrate appropriate resources to meet the needs of Curriculum for Wales for example Llwyfan Llafar Key Stage 4 and secondary Welsh language immersion resources.

Continue to promote available resources through various CSC networks, social media, and online communities | | Promote, market, and celebrate appropriate resources to meet the needs of Curriculum for Wales for example Llwyfan Llafar Key Stage 4 and secondary Welsh language immersion resources.

Continue to promote available resources through various CSC networks, social media, and online communities | | Promote, market, and celebrate appropriate resources to meet the needs of Curriculum for Wales for example Llwyfan Llafar Key Stage 4 and secondary Welsh language immersion resources.

Continue to promote available resources through various CSC networks, social media, and online communities | |

Develop appropriate resources to meet the needs of Curriculum for Wales for example Llwyfan Llafar Key Stage 4 and secondary Welsh language immersion resources.				
Action holders	CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group

CSC

Outcome 3,4 and 5 sub-group

Promotion, marketing and celebrating sub-group

Target 4.6	Work with secondary schools to coordinate the provision of Welsh as a subject in all settings.										
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Professional discussion with school within the Curriculum Leaders Network Group to highlight each school's current situation with schools delivering Welsh as a subject		Publish a resource to promote uptake of Welsh A-level. Audit the current and potential future provision at Key Stage 4 and Post-16 in Welsh and English-medium schools.		Undertake map and gap exercise Consider use of digital technology/ blended / remote learning to increase qualification offer through the medium of Welsh for example explore e-sgol Promote the resource to increase uptake of Welsh A-level.		Review provision Explore actions from map and gap exercise and create an action plan to support the provision of Welsh and as subject Develop collaboration with the Welsh-medium secondary sector to provide subject specific professional learning particularly in areas of Welsh-medium		Review provision Implement actions from map and gap exercise	

							practitioner shortage			
Action holders	Group Manager School Support Teachers		Group Manager School Support Teachers CSC Outcome 3,4 and 5 sub-group		Group Manager School Support Teachers CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Teachers CSC Outcome 3,4 and 5 sub-group		Group Manager School Support Teachers CSC Outcome 3,4 and 5 sub-group	

Strategic Lead:	Michelle Hatcher
WESP Co-ordinator:	Becca Avci
Chair of Outcome 3 Sub-group:	Chris Newcombe

Target 5.1	Work with English and Welsh-medium schools to analyse how much time is allocated to Welsh in school, this will be completed in the first year of the WESP.									
Year	2022-2023	Update	2023-2024	Update	2024 – 2025	Update	2025-2026	Update	2026-2027	Update
Actions	Undertake an audit on curriculum time allocated to Welsh in all schools as a baseline. Share findings with schools and create targets for future years.		Undertake a review audit curriculum time allocated to Welsh in all schools. Share findings with schools and create targets for future years. Liaise with schools to explore individual support needed to		Liaise with schools to explore individual support needed to deliver the Welsh language and to increase the amount of time allocated to Welsh Support schools with School development plans (SDPs) to		Undertake a review audit on curriculum time allocated to Welsh in all schools. Share findings with schools and create targets for future years.		Undertake a review audit on curriculum time allocated to Welsh in all schools. Share findings with schools and create targets for future years.	

			deliver the Welsh language and to increase the amount of time allocated to Welsh Analyse data to ensure that target has been met. Welsh Language Development planning to be discussed in school improvement conversations with Improvement Partners.		develop that use of Welsh Undertake a review audit on curriculum time allocated to Welsh in all schools. Share findings with schools and create targets for future years.			
Action holders	Group Manager School Support Outcome 3,4 and 5 sub-group		Group Manager School Support Teachers CSC Outcome 3,4 and 5 sub-group		Group Manager School Support Teachers CSC Outcome 3,4 and 5 sub-group		Group Manager School Support Teachers Outcome 3,4 and 5 sub-group	Group Manager School Support Teachers Outcome 3,4 and 5 sub-group

Target 5.2	Map opportunities available with partners and the community									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Discuss best practice of on-line careers event at Brynteg in 2021. Plan for an annual online Careers event for English-Medium secondary schools that shows the importance of the Welsh language in various careers		Annual careers event. Compile learning and socialising opportunities through the medium of Welsh available from partners and the community including libraries, community centres. Following the mapping of opportunities with all partners, a calendar will be created and actioned/shared accordingly.		Undertake audit to identify gaps in areas where more opportunities are needed. Include youth workers and Youth Council to ensure that the voice of young people is at the core of this development Approach organisations and partners to increase opportunities where there are gaps.		Review calendar of opportunities and seek further opportunities for young people to learn and socialise through the medium of Welsh. Approach organisations and partners to increase opportunities where there are gaps. Share with school, further education and promoted on various platforms		Review calendar of opportunities and seek further opportunities for young people to learn and socialise through the medium of Welsh. Share with school, further education and promoted on various platforms	

			Promote, market, and celebrate the careers event Explore possibility of Welsh Art Council grants and share information with schools		Share with schools, further education and promoted on various platforms Promote, market, and celebrate the activities such as Urdd apprenticeships with school staff and sixth-form learners					
Action holders	Group Manager School Support WESP Coordinator Headteachers Teachers		Group Manager School Support WESP Coordinator Urdd Menter Bro Ogwr Mudiad Meithrin Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support WESP Coordinator Urdd Menter Bro Ogwr Mudiad Meithrin Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support WESP Coordinator Urdd Menter Bro Ogwr Mudiad Meithrin Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	

Target 5.3	Develop an early engagement model of support for non-maintained settings in targeted areas to enhance children's early linguistic experiences.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Collate a list of non-maintained settings Undertake an audit of current provision and the settings' needs as a baseline		Develop an early engagement model of support and set targets for engagement Promote, market, and celebrate our Welsh-medium offer within childcare settings		Roll out the engagement model. 45% of non-maintained settings are engaged with support Promote, market, and celebrate our Welsh-medium offer within childcare settings		60 % of non-maintained settings are engaged with support Share good practice within relevant forum Promote, market, and celebrate our Welsh-medium offer within childcare settings		70 % non-maintained settings are engaged with support Promote, market, and celebrate our Welsh-medium offer within childcare settings	
Action holders	Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 3,4 and 5 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 3,4 and 5 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 3,4 and 5 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 3,4 and 5 sub-group		Early Years and Childcare Manager Family Information Service and Childcare Development Officer Mudiad Meithrin Outcome 3,4 and 5 sub-group	

| | | | Promotion, marketing and celebrating sub-group | Promotion, marketing and celebrating sub-group | Promotion, marketing and celebrating sub-group |

Target 5.4	Professional learning and support for Welsh Language Immersion will be developed as well as resources to support the new curriculum.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Immersion staff to engage with the CSC's network for Welsh Language Immersion teachers focused on sharing practice. Immersion staff to attend training on the methodology of teaching language Promote primary Welsh immersion resources and professional learning		Training offered to all schools on the Immersion resources Immersion staff to engage with the CSC's network for Welsh Language Immersion teachers focused on resources Deliver methodology of teaching language professional learning. Facilitate a network for Welsh		Deliver methodology of teaching language professional learning. Facilitate a network for Welsh Language Immersion teachers Promote, market, and celebrate Welsh immersion resources and professional learning on offer		Deliver methodology of teaching language professional learning. Facilitate a network for Welsh Language Immersion teachers Promote, market, and celebrate Welsh immersion resources and professional learning on offer		Deliver methodology of teaching language professional learning. Facilitate a network for Welsh Language Immersion teachers Promote, market, and celebrate Welsh immersion resources and professional learning on offer	

	Publish secondary Welsh language resources and associated professional learning.		Language Immersion teachers focused on sharing practice.							
Action holders	WESP Coordinator CSC Promotion, marketing and celebrating sub-group		WESP Coordinator CSC Promotion, marketing and celebrating sub-group		WESP Coordinator CSC Promotion, marketing and celebrating sub-group		WESP Coordinator CSC Promotion, marketing and celebrating sub-group		WESP Coordinator CSC Promotion, marketing and celebrating sub-group	

Target 5.5	CSC to promote, support, challenge and accredit all schools to make progress with the Language Charter and Cymraeg Campus Awards. Evaluate and share best practice.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Snap survey to all Welsh-medium schools to ascertain where they are on their Siarter Iaith journey. Revise targets if needed

Implement and develop Siarter Iaith Cymraeg Campus framework

Produce resources and case studies to support schools to make progress with Siarter Iaith Cymraeg | | Implement and develop Siarter Iaith Cymraeg Campus framework.

Produce resources and case studies to support schools to make progress with Siarter Iaith Cymraeg Campus

Facilitate networks for Siarter Iaith and Cymraeg Campus leads.

Encourage and support schools who have not started their Siarter Iaith | | Implement and develop Siarter Iaith Cymraeg Campus framework.

Produce resources and case studies to support schools to make progress with Siarter Iaith Cymraeg Campus.

Facilitate networks for Siarter Iaith and Cymraeg Campus leads.

Encourage and support schools who have not started their | | All Welsh-medium schools to receive the next award

Implement and develop Siarter Iaith Cymraeg Campus framework.

Produce resources and case studies to support schools to make progress with Siarter Iaith Cymraeg Campus.

Facilitate networks for Siarter Iaith and Cymraeg | | Implement and develop Siarter Iaith Cymraeg Campus framework.

Produce resources and case studies to support schools to make progress with Siarter Iaith Cymraeg Campus.

Facilitate networks for Siarter Iaith and Cymraeg Campus leads.

Encourage and support schools who have not started their | |

	Campus. Facilitate networks for Siarter Iaith and Cymraeg Campus leads. Encourage and support schools who have not started their Siarter Iaith Cymraeg Campus journey to do so. Undertake verification visits. Celebrate schools who have received awards and promote on various platforms		Cymraeg Campus journey to do so. Undertake verification visits. Celebrate schools who have received awards and promote on various platforms		Siarter Iaith Cymraeg Campus journey to do so. Undertake verification visits. Celebrate schools who have received awards and promote on various platforms		Campus leads. Encourage and support schools who have not started their Siarter Iaith Cymraeg Campus journey to do so. Undertake verification visits. Celebrate schools who have received awards and promote on various platforms		Siarter Iaith Cymraeg Campus journey to do so. Undertake verification visits. Celebrate schools who have received awards and promote on various platforms
Action holders	CSC Group Manager School Support Promotion, marketing and celebrating sub-group		CSC Group Manager School Support Promotion, marketing and celebrating sub-group		CSC Group Manager School Support Teachers		CSC Group Manager School Support Teachers		CSC Group Manager School Support Teachers

| | | | Promotion, marketing and celebrating sub-group | Promotion, marketing and celebrating sub-group | Promotion, marketing and celebrating sub-group |

Target 5.6	Increase informal use of Welsh within schools. The local authority and CSC will support English-medium primary and secondary schools to increase provision in Welsh by utilising the Cymraeg Campus Programme.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Undertake an audit on curriculum time allocated to Welsh in all schools as a baseline. Snap survey to all English-medium schools to ascertain where they are on their Siarter Iaith journey. Revise targets if needed CSC to share termly data with the local authority Continue to implement		92% of English-medium schools engaged in Siarter Iaith Cymraeg Campus framework Continue to implement and develop Siarter Iaith Cymraeg Campus framework Promote, market, and celebrate Siarter Iaith Cymraeg Campus awards at the end of every term		96% of English-medium schools engaged in Siarter Iaith Cymraeg Campus framework 90% of all English-medium primary schools that were engaged in 2022-23 to have received the bronze award Promote, market, and celebrate Siarter Iaith Cymraeg Campus awards at		100% of English-medium schools engaged in Siarter Iaith Cymraeg Campus framework Promote, market, and celebrate Siarter Iaith Cymraeg Campus awards at the end of every term		Continue to implement and develop Siarter Iaith Cymraeg Campus framework. Promote, market, and celebrate Siarter Iaith Cymraeg Campus awards at the end of every term	

	and develop Siarter Iaith Cymraeg Campus framework. Celebrate Siarter Iaith Cymraeg Campus awards at the end of every term Increase the number of schools involved in Urdd activities by 10% Urdd – Offer children and young people opportunities to take part in Welsh language activities in school and outside of school hours.		Increase the number of schools involved in Urdd activities by 20%		the end of every term Increase the number of schools involved in Urdd activities by 30%		Increase the number of schools involved in Urdd activities by 40%		Increase the number of schools involved in Urdd activities by 60% Share resources created on use of incidental Welsh in English medium schools
Action holders	Group Manager School Support Urdd CSC		Group Manager School Support Urdd CSC		Group Manager School Support Urdd CSC		Group Manager School Support Urdd CSC		Group Manager School Support Urdd CSC

Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group
Group Manager School Support	Group Manager School Support	Group Manager School Support	Group Manager School Support	Group Manager School Support
Teachers	Teachers	Teachers	Teachers	Teachers
Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group

Target 5.7	Encourage the language development and engagement with parents. The local authority will continue to work collaboratively with RhAG as members of the WEF.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Compile a list of the various forums to engage parents and carers Promote, market, and celebrate Welsh language events		Attend Welsh language events to promote language courses and Welsh-medium offer Explore and engage with parents on their language development needs and the best way to support them Explore the possibility of working with Menter Bro Ogwr to provide bespoke courses for parents		Promote and market Welsh language courses and refresher courses on various platforms and share with schools Attend Welsh language events to promote language courses and Welsh-medium offer		Promote CSC 'Supporting your child to use Welsh language at home' resource: Primary Secondary Attend Welsh language events to promote language courses and Welsh-medium offer Promote and market Welsh language courses and refresher courses on various platforms		Promote CSC 'Supporting your child to use Welsh language at home' resource: Primary Secondary Attend Welsh language events to promote language courses and Welsh-medium offer Promote and market Welsh language courses and refresher courses on various platforms	

								and share with schools		and share with schools	
			Collate information regarding Welsh language and refresher classes for parents and promote courses available within all areas of the community Explore the possibility of working with Menter Bro Ogwr to provide bespoke courses for parents								
Action holders	RhAG Menter Bro Ogwr Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		RhAG Menter Bro Ogwr Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		RhAG Menter Bro Ogwr Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group			RhAG Menter Bro Ogwr Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		RhAG Menter Bro Ogwr Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group	

Target 5.8	Consider the support that Ysgol Gyfun Gymraeg Llangynwyd could provide for English-medium schools. Also consider the peer-to-peer support from the Welsh-medium primary schools (for example Bore Coffi).									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Discuss and plan a Bore Coffi Explore support from Menter Bro Ogwr and the Urdd to support schools		A small group of Year 10/11 pupils from Brynteg, Bryntirion and Pencoed Comprehensive Schools hold a half-termly Bore Coffi with a small group of pupils from Llangynwyd to support language development Promote, market, and celebrate the bore coffi and the engagement of all schools		Explore the opportunities available for both secondary and primary schools within cluster meetings and create an action plan Consider the use of funding available from CSC for peer-to-peer support.		Review and implement action plan Promote, market, and celebrate activities from the action plan and the engagement of all schools		Review and implement action plan Promote, market, and celebrate activities from the action plan and the engagement of all schools	

Action holders	Group Manager School Support	Group Manager School Support	Group Manager School Support	Group Manager School Support	Group Manager School Support
	Teachers	Teachers	Teachers	Teachers	Teachers
	Urdd	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group
	Menter Bro Ogwr	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group
	Outcome 3,4 and 5 sub-group				
	Promotion, marketing and celebrating sub-group				

Target 5.9	Explore the development of the digital space for children and young people and an incentive to engage with the language (for example, Minecraft and Roblox).									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions			Explore the use of digital learning with CSC area lead for digital learning as an incentive to engage with the Welsh language		Share opportunities available with schools		Review and share opportunities available with schools		Review and share opportunities available with schools	
Action holders			Group Manager School Support CSC Teachers Outcome 3,4 and 5 sub-group		Group Manager School Support CSC Teachers Outcome 3,4 and 5 sub-group		Group Manager School Support CSC Teachers Outcome 3,4 and 5 sub-group		Group Manager School Support CSC Teachers Outcome 3,4 and 5 sub-group	

Target 5.10	Ensure alignment with the Council's Five-Year Welsh Language Promotion Strategy 2021-2026.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Monitor and review the Council's five- year Welsh Language Promotion Strategy in partnership with the lead officer in the Communications Team. Promote, market, and celebrate a rolling calendar of events to celebrate Welsh language awareness days. Work with external partners to promote Welsh Language	Review undertaken in November 2022	Review in November 2023		Review in November 2024		Review in November 2025 During this period, the five-year promotional strategy will be coming to an end. Therefore, consultation on a new strategy will be conducted. BCBC will collaborate with members of the WEF to ensure that a new plan is aligned to the WESP.		Review in November 2026 Implemented the new plan, building on the work completed in the previous five-year promotional strategy.	

	events/activities within the borough. Promote the Welsh-medium schools in the borough via corporate social media channels. Work with members of the WEF to develop a calendar of events, whereby corporate social media channels can promote Welsh Medium opportunities. Work with members of the WEF to promote Welsh essential jobs within BCBC.				
Action holders	WESP Co-ordinator	WESP Co-ordinator	WESP Co-ordinator	WESP Co-ordinator	WESP Co-ordinator

	Consultation, Engagement and Equalities Manager	Consultation, Engagement and Equalities Manager	Consultation, Engagement and Equalities Manager	Consultation, Engagement and Equalities Manager	Consultation, Engagement and Equalities Manager
	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group	Outcome 3,4 and 5 sub-group
	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group	Promotion, marketing and celebrating sub-group

Target 5.11	Provide 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 (for example, webinars, podcasts, blogs and learning walks).									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Asynchronous, face-to-face, and bespoke professional learning. Sharing best practice via networks. Continue to develop and promote, market, and celebrate Welsh across the curriculum resource community on CSC website Promote, market, and celebrate resources available		Liaise with CSC to identify and plan support for this year. Continue to develop and promote resources for Welsh across the curriculum community on CSC website Promote, market, and celebrate resources available from partners, namely Menter Bro Ogwr		Liaise with CSC to identify and plan support for this year. Continue to develop and promote resources for Welsh across the curriculum community on CSC website Promote, market, and celebrate resources available from partners, namely Menter Bro Ogwr		Liaise with CSC to identify and plan support for this year. Continue to develop and promote resources for Welsh across the curriculum community on CSC website Promote, market, and celebrate resources available from partners, namely Menter Bro Ogwr		Liaise with CSC to identify and plan support for this year. Continue to develop and promote resources for Welsh across the curriculum community on CSC website Promote, market, and celebrate resources available from partners, namely Menter Bro Ogwr	

	from partners, namely Menter Bro Ogwr Continue to develop and promote resources for Welsh across the curriculum community on CSC website								
Action holders	Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support CSC Outcome 3,4 and 5 sub-group Promotion, marketing and celebrating sub-group

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

Strategic Lead:	Michelle Hatcher
WESP Co-ordinator:	Becca Avci
Chair of Outcome 6 Sub-group:	Nicola Williams

Target 6.1	Developments from the Additional Learning Needs (ALN) Strategic Planning Review Board which will conclude its work by April 2023.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024 – 2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Monitor the developments with regards to Welsh-medium provision.	April 2023	Monitor the implementation of any recommendation with regards to Welsh-medium provision.		Monitor, evaluate and review Welsh-medium provision.		Monitor, evaluate and review Welsh-medium provision.		Monitor, evaluate and review Welsh-medium provision.	
Action holders	Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group	

Target 6.2	Report on the outcome of the Public Notice for the Moderate Learning Difficulties (MLD) Learning Resource Centre (LRC) at Ysgol Cynwyd Sant during the first year of the WESP.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Establish MLD LRC at Ysgol Cynwyd Sant Create a marketing strategy for schools and information for parents. Ensure BCBC's website has up-to-date relevant information.	Cabinet approval to open in autumn term 2022. MLD LRC opened in autumn term 2022.	Monitor progress of children attending MLD LRC Monitor data of children with MLD requiring a place in the LRC Devise a pupil road map to identify the journey from birth to 25 and gaps within the journey. Promote, market, and celebrate the pupil road map with key stakeholders		Monitor progress and numbers Review the road map Implement marketing strategy for schools and information for parents. Ensure BCBC's website has up to date relevant information .		Monitor progress and numbers Share and promote the pupil road map with officers and school to share with parents. Implement marketing strategy for schools and information for parents. Ensure BCBC's website has up to date relevant information.		Monitor progress and numbers Share and promote the pupil road map with BCBC officers and school to share with parents. Implement marketing strategy for schools and information for parents. Ensure BCBC's website has up to date relevant information.	

		Implement marketing strategy for schools and information for parents. Ensure BCBC's website has up-to-date relevant information.			
Action holders	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group

Target 6.3	The observation and assessment class at Ysgol Gymraeg Bro Ogwr will open in conjunction with the proposal through the School Modernisation Programme.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	School Modernisation to include an observations and assessment class within the new build for Ysgol Gymraeg Bro Ogwr

Report the outcome of the statutory process (School Organisation Code, 2018) to Cabinet and seek approval to proceed.

Commence the design process | | Conclude the design process.

Submit a planning application for the replacement school.

Undertake a tender process for the construction of the replacement school via the SEWSCAP Framework Agreement

Submit the Full Business Case to Welsh Government for approval | | Continue with the construction of the replacement school

Promote new build and expansion of school on various platforms

Monitor numbers/data/

pupils with ALN leaving Welsh-medium education

Create a marketing strategy for the observation and assessment | | Conclude construction

Decant the existing school into the replacement school

Replacement school opens for pupils

Monitor progress and numbers destination annually

Monitor numbers/data/

pupils with ALN leaving Welsh-medium education Monitor | | Defects liability period ends

Monitor progress and numbers destination annually

Monitor numbers/data/pPupils with ALN leaving Welsh-medium education

Create a marketing strategy for the observation and assessment class for schools and information for parents. | |

	Monitor the progress of Ysgol Gymraeg Bro Ogwr in Outcome 2 sub-group Monitor numbers/data/pupils with ALN leaving Welsh-medium education		Appoint the successful bidder to undertake construction Commence construction Monitor numbers/data/ pupils with ALN leaving Welsh-medium education.		class for schools and information for parents. Ensure BCBC's website has up to date relevant information.		numbers/data/Pupils with ALN leaving Welsh-medium education Promote, market, and celebrate the unit working in partnership with		Ensure BCBC's website has up to date relevant information.	
Action holders	Schools Programme Manager Group Manager Learner Support Outcome 6 and 7 sub-group		Schools Programme Manager Group Manager Learner Support Outcome 6 and 7 sub-group		Schools Programme Manager Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Schools Programme Manager Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Schools Programme Manager Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	

Target 6.4	Report on the secondary Welsh-medium MLD provision from the ALN Strategic Planning Review Board.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Review current provision for secondary Welsh-medium MLD		Implement recommendation. Monitor provision-numbers/ data		Monitor provision-numbers/ data Create a marketing strategy for schools and information for parents. Ensure BCBC's website has up- to-date relevant information		Monitor provision-numbers/ data		Monitor provision-numbers/ data	
Action holders	Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group	

Target 6.5	Consider the sufficiency of the Additional Learning Provision (ALP) in Welsh and the size and capability of the workforce which also involves consideration of the Welsh-medium workforce.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	An analysis undertaken during the first year of the WESP of ALN staffing and any gaps identified utilising SWAC data. Audit the number of staff that can deliver their service through the medium of Welsh		Analyse demand, utilising data to develop and plan for ALN provision Promote, market, and celebrate Welsh language refresher courses Promote, market, and celebrate Welsh language courses		Create an ALP menu and compare the offer of Welsh-medium support to English-medium support Monitor succession planning Explore training opportunities for staff that can deliver provisions through the medium of Welsh to build capacity of ALP		Monitor succession planning Explore training opportunities for staff that can deliver provisions through the medium of Welsh to build capacity of ALP Monitor the ALP menu and share with relevant staff and agencies/ partners		Monitor succession planning Explore training opportunities for staff that can deliver provisions through the medium of Welsh to build capacity of ALP Monitor the ALP menu and share with relevant staff and agencies/ partners	
Action holders	Group Manager Learner Support		Group Manager Learner Support		Group Manager Learner Support		Group Manager Learner Support		Group Manager Learner Support	

Outcome 6 and 7 sub-group		Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Outcome 6 and 7 sub-group		Outcome 6 and 7 sub-group		Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	

Target 6.6	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.								
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Analyse needs through the Access to Education Panel referrals		Analyse needs through referrals to specialist teams and the educational psychology service (EPS) Monitor the referrals to Access to Education Panel		Analyse the Welsh offer in special schools and the PRU Monitor the referrals to Access to Education Panel		Analyse the graduated response Monitor the referrals to Access to Education Panel		Monitor the referrals to Access to Education Panel	
Action holders	Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group	

Target 6.7	During the first year of the WESP options will be considered to build specialist experience and knowledge amongst our Welsh-medium Workforce in partnership with our special schools. Secondment opportunities for Welsh secondary teachers to special schools will be considered.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	A strategic overview of workforce linguistic skills across all schools using SWAC data that has been completed using the Language Competency Framework

Undertake a skills audit of staff that can deliver specialist provision through the medium of Welsh.

Links between special schools and | | Links between special schools and Welsh-medium workforce strengthened

Explore training and experience opportunities following needs identified in the skills audit.

Explore secondment opportunities and Welsh speaking staff developing professionally within a | | Strong links between special schools and Welsh-medium workforce established

Explore training and experience opportunities following needs identified in the skills audit.

Explore secondment opportunities and Welsh speaking staff developing professionally within a Special school. | | Strong links between special schools and Welsh-medium workforce established

Explore training and experience opportunities following needs identified in the skills audit.

Explore secondment opportunities and Welsh speaking staff developing professionally within a Special school. | | Strong links between special schools and Welsh-medium workforce established

Explore training and experience opportunities following needs identified in the skills audit.

Explore secondment opportunities and Welsh speaking staff developing professionally within a Special school. | |

	Welsh-medium workforce established.		Special school. Secondment using secondary staff to support ALN		Secondment using secondary staff to support ALN		Secondment using secondary staff to support ALN		Secondment using secondary staff to support ALN	
Action holders	Group Manager Learner Support Group Manager School Support Outcome 6 and 7 sub-group		Group Manager Learner Support Group Manager School Support Outcome 6 and 7 sub-group		Group Manager Learner Support Group Manager School Support Outcome 6 and 7 sub-group		Group Manager Learner Support Group Manager School Support Outcome 6 and 7 sub-group		Group Manager Learner Support Group Manager School Support Outcome 6 and 7 sub-group	

Target 6.8	Recruit and develop specialist staff to meet the growth and change in provision which will include early years and childcare.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Human Resources to look at recruitment procedures Explore courses that are provided by Mudiad Meitrhin, higher education and further education		Links between special schools and Welsh-medium workforce established with the aim of using special schools' expertise to professionally develop specialist staff Succession planning: Analyse needs data and compare to staffing audit and ALP menu that can be delivered through the medium of Welsh. Plan to recruit		Create a training planner with special schools for Welsh-medium schools and staff to develop professionally and build capacity Succession planning: Analyse needs data and compare to staffing audit and ALP menu that can be delivered through the medium of Welsh. Plan to recruit staff at different stages		Succession planning: Analyse needs data and compare to staffing audit and ALP menu that can be delivered through the medium of Welsh. Plan to recruit staff at different stages Investment in training Update special school's training calendar to using their expertise to professionally develop		Succession planning: Analyse needs data and compare to staffing audit and ALP menu that can be delivered through the medium of Welsh. Plan to recruit staff at different stages Investment in training Update special school's training calendar to using their expertise to professionally develop	

		staff at different stages		Investment in training		specialist staff		specialist staff	
		Audit of professional development courses with ALN and share with relevant staff and settings		Monitor professional development courses and share with relevant staff and settings		Monitor professional development courses and share with relevant staff and settings		Monitor professional development courses and share with relevant staff and settings	
		Audit of the Welsh language refresher provision available							
		Share findings of audit with schools, supply agencies, further and higher education.							
		Discuss good practice model for transition							
Action holders	Group Manager Learner Support Early Years and Childcare Manager		Group Manager Learner Support Early Years and Childcare Manager		Group Manager Learner Support Early Years and Childcare Manager		Group Manager Learner Support Early Years and Childcare Manager		Group Manager Learner Support Early Years and Childcare Manager

	Outcome 6 and 7 sub-group	Outcome 6 and 7 sub-group	Outcome 6 and 7 sub-group	Outcome 6 and 7 sub-group	Outcome 6 and 7 sub-group

Target 6.9	In collaboration with CSC, curriculum provision and resources will be appropriate for any pupil with ALN in both Welsh-medium and English-medium schools.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	CSC to develop, pilot and publish a Standardised Welsh Reading Test for Years 1-11 in Welsh medium schools. Audit resources available from CSC		CSC to develop, pilot and publish a Standardised Welsh Spelling Test for Years 1-11 in Welsh medium schools Monitor the use of the reading test Promote, market, and celebrate resources available from CSC		Audit specialist teams assessments that are available through the medium of Welsh and identify the gaps in assessments		Explore the possibility supporting the development of assessments with partners / agencies Share resources available from CSC Monitor any new resources that are on the market		Share resources available from CSC Monitor any new resources that are on the market Promote, market, and celebrate resources available from CSC	
Action holders	Group Manager Learner Support CSC Outcome 6 and 7 sub-group		Group Manager Learner Support CSC Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	

Target 6.10	Work in partnership with the Social Services and Wellbeing Directorate and Bridgend College to ensure appropriate additional learning provision (ALP) and essential workforce.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Review current ALN ALP available Post-16 Analyse need using data		Analyse need using data Analyse workforce Monitor, review ALP available Post-16		Create map of learners' journey 0-25 with progression of ALP and opportunities		Promote, market, and celebrate the learners' journey map		Monitor, review ALP available Post-16	
Action holders	Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group, promotion, marketing and celebrating sub-group		Group Manager Learner Support Outcome 6 and 7 sub-group	

Target 6.11	Ensure that parents and carers are fully engaged through the various forums and consultation meetings which are in the local authority.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Promote, market, and celebrate MLD LRC at Ysgol Cynwyd Sant Promote 'Pam dewis addysg Gymraeg?' booklet across all platform and hard copies shared with Early Years Team and Health Audit consultation meetings and forums and promote/advertise in a timely manner		Review SNAP Cymru information on the Council website Ensure appropriate, accurate and timely information is on the Council website. Promote 'Pam dewis addysg Gymraeg?' booklet across all platform and hard copies shared with Early Years Team and Health		Ensure appropriate, accurate and timely information is on the Council website. Promote, market, and celebrate the observation and assessment class at Ysgol Gymraeg Bro Ogwr Promote 'Pam dewis addysg Gymraeg? booklet across all platform and hard copies shared with Early Years		Ensure appropriate, accurate and timely information is on the Council website. Promote 'Pam dewis addysg Gymraeg? booklet across all platform and hard copies shared with Early Years Team and Health Advertise /promote consultation meetings and forums in a timely manner		Ensure appropriate, accurate and timely information is on the Council website. Promote 'Pam dewis addysg Gymraeg? booklet across all platform and hard copies shared with Early Years Team and Health Advertise /promote consultation meetings and forums in a timely manner	

Appropriate, accurate and timely information is on the Council website. Review SNAP Cymru information on the website	Advertise /promote consultation meetings and forums in a timely manner	Team and Health Advertise /promote consultation meetings and forums in a timely manner		
Action holders	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	Group Manager Learner Support Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group

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

Strategic Lead:	Michelle Hatcher
WESP Co-ordinator:	Becca Avci
Chair of Outcome 7 Sub-group:	Nicola Williams

Target 7.1	Regular analysis of data, monitoring and target setting to inform planning.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024 – 2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Schools to use CSC's professional learning on how to assess their Welsh language ability using the Welsh language competency framework for SWAC data to be up to date. CSC to present the		Analyse SWAC Data (Spring term) Create monitoring collection form for collection of workforce data including Mudiad Meithrin Analyse data qualification		Analyse SWAC Data (Spring term) Analyse data qualifications audit from Mudiad Meithrin Use monitoring form for collection of workforce data		Analyse SWAC Data (Spring term) Analyse data qualifications audit from Mudiad Meithrin Use monitoring form for collection of workforce data		Analyse SWAC Data (Spring term) Analyse data qualifications audit from Mudiad Meithrin Use monitoring form for collection of workforce data	

	professional learning for Welsh Language Framework to highlight the importance of inputting the correct data at Team Bridgend Analyse SWAC Data (spring term)		s audit from Mudiad Meithrin Use monitoring form for collection of workforce data							
Action holders	Principal Advisor Employee Relations CSC Outcome 6 and 7 sub-group		Principal Advisor Employee Relations Mudiad Meithrin Outcome 6 and 7 sub-group		Principal Advisor Employee Relations Mudiad Meithrin Outcome 6 and 7 sub-group		Principal Advisor Employee Relations Mudiad Meithrin Outcome 6 and 7 sub-group		Principal Advisor Employee Relations Mudiad Meithrin Outcome 6 and 7 sub-group	

Target 7.2	Establish training and apprenticeship as part of the sub-group, using the relevant data, a detailed plan in relation to upskilling staff will be written.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Create an audit and data collection (Welsh for Adults) Utilise the Welsh Competency Framework to establish skills baseline-CSC Promote, market, and celebrate the Cynllun Ysgolion Cam wrth Gam apprentiships placements at Cylch Meithrin and the Cynllun Clebran.		Ensure CSC Teaching Assistant Learning Pathway (TALP) training offers LSOs effective training for all levels. Audit of partners offers of training and apprenticeships Create a road map of opportunities and education career for staff. Use the data from the Welsh Competency Framework		Evaluate all training offers against baseline. Impact and affect (trends) Create a plan in relation to upskilling staff Monitor, promote and celebrate training and apprenticeships opportunities that arise from the audit		Monitor, promote, market, and celebrate training and apprenticeships opportunities that arise from the audit		Monitor, promote, market, and celebrate training and apprenticeships opportunities that arise from the audit	

			–audit to establish ways forward Use the information from the training/apprenticeship audit to establish gaps in training. Promote Welsh Immersion training/Sabbatical training Promote training and apprenticeships opportunities that arise from the audit						
Action holders	Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group

Target 7.3	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.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Schools to use CSC professional learning on how to assess their Welsh language ability using the Welsh language competency framework for SWAC data to be up to date. CSC to provide Welsh sabbatical data Create exit interview questionnaire Share interview questionnair		Schools to use CSC professional learning on how to assess their Welsh language ability using the Welsh language competency framework for SWAC data to be up to date. CSC to provide Welsh sabbatical data Identify reasons for leaving and put a plan in place to reduce the number of leavers by 1%. Monitor		Schools to use CSC professional learning on how to assess their Welsh language ability using the Welsh language competency framework for SWAC data to be up to date. CSC to provide Welsh sabbatical data Monitor and evaluate trends Amend and enhance plan to reflect the		Schools to use CSC professional learning on how to assess their Welsh language ability using the Welsh language competency framework for SWAC data to be up to date. CSC to provide Welsh sabbatical data Monitor and evaluate trends Evaluate current plan and reduce		Schools to use CSC professional learning on how to assess their Welsh language ability using the Welsh language competency framework for SWAC data to be up to date. CSC to provide Welsh sabbatical data Monitor and evaluate trends Evaluate the plan and reduce	

	e with headteachers		and evaluate trends		current year's data on reasons for leaving Reduce leavers by 1%		leavers by 1%.		leavers by 1%
Action holders	Principal Advisor Employee Relations Headteachers CSC		Principal Advisor Employee Relations Headteachers CSC Outcome 6 and 7 sub-group		Principal Advisor Employee Relations Headteachers CSC Outcome 6 and 7 sub-group		Principal Advisor Employee Relations Headteachers CSC Outcome 6 and 7 sub-group		Principal Advisor Employee Relations Headteachers CSC Outcome 6 and 7 sub-group

Target 7.4	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 through professional learning opportunities, resources, the sharing of good practice, and bespoke support to individual or groups of schools across the region.									
Year	**2022-2023**	**Update**	**2023-2024**	**Update**	**2024-2025**	**Update**	**2025-2026**	**Update**	**2026-2027**	**Update**
Actions	Deliver asynchronous, face-to-face, and bespoke Welsh Language Development professional learning linked to the Welsh Language Competency Framework. NQTs to attend CSC's Aspire programme and induction Promote the free Welsh language professional learning provided by		Review current offer of support through professional learning to determine needs. Create a road map of opportunities available Analyse the Language Framework data as a baseline for improvement. Deliver asynchronous, face-to-face, and bespoke Welsh Language Development		Consider bespoke training/support individual schools e.g. post Estyn inspections Re-establish SLA for Hwb training schools to share good practice Deliver asynchronous, face-to-face, and bespoke Welsh Language Development professional learning linked to the Welsh Language Competenc		Monitor impact of support through SWAC/Welsh competency framework Deliver asynchronous, face-to-face, and bespoke Welsh Language Development professional learning linked to the Welsh Language Competency Framework. Promote the free Welsh language professional learning provided by		Deliver asynchronous, face-to-face, and bespoke Welsh Language Development professional learning linked to the Welsh Language Competency Framework. Promote the free Welsh language professional learning provided by Learn Welsh.	

	Learn Welsh.		professional learning linked to the Welsh Language Competency Framework. Promote the free Welsh language professional learning provided by Learn Welsh.		y Framework. Promote the free Welsh language professional learning provided by Learn Welsh. Promote the roadmap
Action holders	CSC Headteachers Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	CSC Headteachers Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	CSC Headteachers Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	Principal Advisor Employee Relations CSC Headteachers Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	CSC Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group

Note: In the top row, the rightmost column also contains "Learn Welsh."

Target 7.5	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.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	Monitor the number of Welsh-medium applicants on the national leadership programmes including destination reports for NPQH candidates. CSC to speak with Headteachers and improvement partners Monitor success rate of NPQH qualification following the Aspiring Headteacher course	No applicants from Welsh-medium schools for the Aspiring Headteacher programme for the last two years.	Middle level management training for Welsh leaders Monitor the number of Welsh-medium applicants on the national leadership programmes including destination reports for NPQH candidates. CSC to speak with Headteachers and improvement partners Monitor success rate of NPQH		Middle level management training for Welsh leaders Monitor the number of Welsh-medium applicants on the national leadership programmes including destination reports for NPQH candidates. CSC to speak with Headteachers and improvement partners Monitor success rate of NPQH		Middle level management training for Welsh leaders Monitor the number of Welsh-medium applicants on the national leadership programmes including destination reports for NPQH candidates. CSC to speak with Headteachers and improvement partners Monitor success rate of NPQH		Middle level management training for Welsh leaders Monitor the number of Welsh-medium applicants on the national leadership programmes including destination reports for NPQH candidates. CSC to speak with Headteachers and improvement partners Monitor success rate of NPQH	

	Undertake a succession planning audit to see how it looks in BCBC schools		qualification following the Aspiring Headteacher course		qualification following the Aspiring Headteacher course		qualification following the Aspiring Headteacher course		qualification following the Aspiring Headteacher course
Action holders	Group Manager School Support CSC Outcome 6 and 7 sub-group		Group Manager School Support CSC Headteachers Outcome 6 and 7 sub-group		Group Manager School Support CSC Headteachers Outcome 6 and 7 sub-group		Group Manager School Support CSC Headteachers Outcome 6 and 7 sub-group		Group Manager School Support CSC Headteachers Outcome 6 and 7 sub-group

Target 7.6	Work in partnership 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.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions			Link in with Higher Education representative and Headteachers with the aim of schools working in partnership with ITE Collect the routes into teaching available and promote		Strong links with higher education established. Two Welsh-medium schools are placement school Work with external partners to promote initiatives on routes into teaching and share any relevant information with schools and various platforms. Evaluate initiatives and routes into teaching		Three Welsh-medium schools are placement schools for ITE Explore developing a new route to QTS for Welsh medium applicants Strong links with higher education established. Promote routes into teaching		Four Welsh-medium schools are placement schools for ITE Promote routes into teaching	

				and plan a way forward						
Action holders			Higher Education CSC Headteachers Outcome 6 and 7 sub-group		Higher Education CSC Headteachers Outcome 6 and 7 sub-group		Higher Education CSC Headteachers Outcome 6 and 7 sub-group		Higher Education CSC Headteachers Outcome 6 and 7 sub-group	

Target 7.7	Professional learning and support to newly qualified teachers (NQT) teachers will be provided									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	NQTs to attend CSC Aspire programme Internal mentors to attend CSC training and support NQTs throughout the year		NQTs to attend CSC Aspire programme Internal mentors to attend CSC training and support NQTs throughout the year Monitor data		NQTs to attend CSC Aspire programme Internal mentors to attend CSC training and support NQTs throughout the year Monitor data		NQTs to attend CSC Aspire programme Internal mentors to attend CSC training and support NQTs throughout the year Monitor data		NQTs to attend CSC Aspire programme Internal mentors to attend CSC training and support NQTs throughout the year Monitor data	
Action holders	CSC Headteachers		CSC Headteachers Outcome 6 and 7 sub-group		CSC Headteachers Outcome 6 and 7 sub-group		CSC Headteachers Outcome 6 and 7 sub-group		CSC Headteachers Outcome 6 and 7 sub-group	

Target 7.8	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.									
Year	2022-2023	Update	2023-2024	Update	2024-2025	Update	2025-2026	Update	2026-2027	Update
Actions	CSC to present the professional learning for Welsh Language Framework to highlight the importance of inputting the correct data at Team Bridgend. Promote effective use of Welsh Language Competency Framework to assess skills and plan appropriate professional learning. Provide post sabbatical support for		CSC to provide uptake information of sabbatical course – names and schools so that staff can be encouraged to continue to develop their Welsh language skills and be made aware of vacancies. Provide post sabbatical support for practitioners to include networking opportunities, leadership of Welsh professional learning		CSC to provide uptake information of sabbatical course – names and schools so that staff can be encouraged to continue to develop their Welsh language skills and be made aware of vacancies. Promote effective use of Welsh Language Competency Framework to assess skills and plan appropriate professional learning.		Promote effective use of Welsh Language Competency Framework to assess skills and plan appropriate professional learning. Provide post sabbatical support for practitioners to include networking opportunities, leadership of Welsh professional learning along with bespoke support from CSC Development Officer.		Promote effective use of Welsh Language Competency Framework to assess skills and plan appropriate professional learning. Provide post sabbatical support for practitioners to include networking opportunities, leadership of Welsh professional learning along with bespoke support from CSC Development Officer.	

	practitioners to include networking opportunities, leadership of Welsh professional learning along with bespoke support from CSC Development Officer.		along with bespoke support from CSC Development Officer. Share practice. CSC to present the professional learning for Welsh Language Framework to highlight the importance of inputting the correct data at Team Bridgend		Share practice. CSC to present the professional learning for Welsh Language Framework to highlight the importance of inputting the correct data at Team Bridgend		Share practice		Share practice	
Action holders	Group Manager School Support Headteachers CSC Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Headteachers CSC Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Headteachers CSC Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Headteachers CSC Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group		Group Manager School Support Headteachers CSC Outcome 6 and 7 sub-group Promotion, marketing and celebrating sub-group	