

CABINET MEETING: 16 MARCH 2017

**EDUCATION: WELSH IN EDUCATION STRATEGIC PLAN
2017-2020**

**REPORT OF DIRECTOR OF EDUCATION AND LIFELONG
LEARNING**

AGENDA ITEM: 9

PORTFOLIO: EDUCATION (COUNCILLOR SARAH MERRY)

Reason for this Report

1. This report is to approve the Welsh in Education Strategic Plan 2017 – 2020 and includes a summary of consultation responses received.

Background

2. Every three years each local authority in Wales is required to submit a three-year Welsh in Education Strategic Plan (WESP). A WESP is a plan that details the strategic direction for the planning and delivery of Welsh-medium and Welsh-language education in the authority.
3. The first WESP produced by Cardiff covered 2014-2017. During this time, there has been significant investment and an increase in Welsh-medium education across the city including:
 - 2012 - the opening of the third Welsh-medium High School in Cardiff, Bro Edern in Penylan.
 - 2013 - a new 3FE Welsh-medium primary school in Canton, Ysgol Treganna.
 - 2015 - an increase of 0.5FE (15 places) at Ysgol-y-Wern.
 - 2016 - a new 2FE Welsh primary starter school for Butetown, Ysgol Hamadryad, and a new nursery with 48 Part Time Equivalent (PTE) places at Ysgol Glan Ceubal.
4. Cardiff's new WESP will cover the period 2017-2020. The plan is underpinned and informed by Welsh Government's current Welsh-medium Education Strategy (April 2010) and policy statement for 2016-17 (March 2016) along with the Welsh Government draft strategy: A Million Welsh Speakers by 2050. It is also an integral part of Cardiff's five year Bilingual Cardiff Strategy (2017-2022).
5. The aspirations within Cardiff's WESP are in line with Bilingual Cardiff five year strategy and this is reflected through complimentary mission statements and visions. The vision of Cardiff's WESP is:

Cardiff's education system will act as a key driver to ensure that children are able to develop their Welsh skills, and create new speakers, to support Welsh Government's vision of having a million Welsh speakers by 2050.

6. The Welsh Government's guidance on producing the 2017-2020 Welsh in Education Strategic Plan was issued to Cardiff's Education department in August 2016 based on guidance issued by Welsh Ministers under section 87 of the School Standards and Organisation (Wales) Act 2013. The guidance provides a standard template for the plans with standard measures specified.
7. There are seven outcomes that are stipulated by the Welsh Government that are to be included (five of which continue to focus on the five outcomes of the Welsh-medium Education Strategy 2010). These are:
 - **Outcome 1**
More seven year old children being taught through the medium of Welsh.
 - **Outcome 2**
More learners continuing to improve their language skills on transfer from primary school to secondary school.
 - **Outcome 3**
More learners aged 14-16 studying for qualifications through the medium of Welsh.
 - **Outcome 4**
More learners aged 16-19 studying subjects through the medium of Welsh.
 - **Outcome 5**
More learners with improved skills in Welsh.
 - **Outcome 6**
Welsh medium provision for learners with additional learning needs (ALN).
 - **Outcome 7**
Workforce planning and continuing professional development (CPD).

Consultation Process

8. There was a statutory consultation period of 8 weeks and this ran from 2nd December 2016 to 27th January 2017.
9. The Welsh Government have a list of consultees that each local authority must consult, including neighbouring local authorities, head teachers and governing bodies of each maintained school, and the appropriate religious body if the school has a religious character.
10. Stakeholders including Chairs of school governing bodies, school head teachers, Mudiad Meithrin, Meter Caerdydd, RhAG, neighbouring local authorities, Central South Consortium, Further Education Colleges, the Diocese and others were directly invited to respond to the consultation. Other stakeholders were able to access the document on-line.
11. The consultation process involved the following:
 - Draft strategy published on the Council's website,
 - Distribution of WESP via emails to various stakeholders,

- Meetings with Welsh head teachers,
 - Meetings with Cardiff's Welsh in Education Forum,
 - Web link to strategy was distributed via the Council social media channels.
12. The views expressed through the appropriate channels, and within the consultation period, have been represented below and in Appendix 2.
13. In total 28 responses were received. This included responses from:
- Members of the public
 - Governing Bodies and Head Teachers of Welsh-medium primary schools and Welsh-medium secondary schools across Cardiff
 - RhAG
 - Mudiad Meithrin
 - Menter Caerdydd
 - The Welsh Language Commissioner
 - The Welsh Language Society
 - Ymgyrch TAG
 - Cardiff University
14. There were a range of views expressed. Responses have been summarised to identify common themes, which included the following:

Outcome 1 - More 7 Years old children being taught through the medium of Welsh

- Additional Provision of Welsh-medium education at pre-school, cylch's, primary and secondary phases including published admission numbers and capacities.
- Existing provision and monetary resources.
- Implications of the Local Development Plan (LDP) and Welsh-medium demand
- Promotion
- Data & Projections
- Training for front line staff
- Catchment Areas
- Minority ethnic communities and Welsh-medium education
- Learner Travel

Outcome 2 - More Learners continuing to improve their language skills on transfer from primary to secondary schools

- Transfer Rates
- In Year Transfers
- Welsh Language Immersion Centre

Outcome 3 & 4 - More students aged 14-16 studying for qualifications through the medium of Welsh and more students aged 14-19 studying subjects through the medium of Welsh in schools, colleges and work based learning.

- GCSE qualifications
- Welsh Second Language

Outcome 5 - More students with advanced skills in Welsh

- A' level Provision
- Extra-curricular Provision
- Higher Education Sector

Outcome 6 - Welsh-medium provision for learners with ALN

- Greater amount of ALN provision required especially relating to children with behavioural needs

Outcome 7 - Workforce planning & continuing professional development

- Leadership Roles
- Teaching Practitioners
- Student Involvement

Issues arising from the consultation

15. The majority of responses welcomed the Council's proposals to develop, expand, and promote provision for Welsh education.
16. However, some respondents were of the view that the document did not sufficiently address the need to:
 - provide sufficient Welsh-medium places across the city at all stages, particularly in relation to the LDP
 - improve the availability of Additional Learning Needs (ALN) provision in the Welsh-medium sector (particularly around behaviour ALN provision)
 - provide greater commitment to ensuring there are enough spaces available at secondary level in time for the pupils who are attending Welsh-medium primary schools
 - ensure there is a strong vision setting out what the Council wants to achieve in partnership to increasing the number of Welsh speakers in the capital city as part of the wider national target
 - ensure a greater focus on the improvement actions going forward rather than recent developments
17. For a full summary of all responses received during the consultation and the Council's appraisal of each issue raised, please see Appendix 2. The Welsh in Education Strategic Plan has incorporated changes as a result of the consultation process.
18. A Mission Statement has been added to the strategy to capture the Council's ambition to develop the Welsh language across the city and the Vision has been changed to reinforce the Welsh Governments vision of 1m speakers by 2050. Projections and targets have also been amended following feedback.
19. For a full list of all changes made to the WESP following consultation, please see Appendix 3.

Implementation and Monitoring

20. The WESP and associated documents have been considered by the Children and Young People Scrutiny Committee. The Committee welcomed the report and agreed to commend the report to Cabinet. The Committee's advice arising out of the review of the report can be seen in a letter from the Chair of the Committee to the Cabinet Member for Education at Appendix 4.
21. The Minister has the following powers to approve the plan as submitted, approve with modifications or to reject the plan and prepare another one. A draft of the WESP has already been submitted to Welsh Government and the final document will be submitted at the end of March.

22. Following Welsh Government approval of the strategy, it would need to be implemented from 1st April 2017. Following approval by the Welsh Government the Council is required to publish the plan (or revised plan) by 1st June 2017 by placing it on the local authority's website, and making copies of the plan available for inspection by members of the public at the local authority's offices, and any other places it considers appropriate.
23. The local authority must revise the WESP annually to demonstrate progress and include any changes deemed necessary to reach targets during the three-year implementation of the Plan. Revised plans should be submitted to the Welsh Government by the 20th December each year.
24. The Minister has indicated the intention to review the WESPs as part of a wider review into the legislative framework for the Welsh language as documented in 'The Culture, Welsh Language and Communications Committee / 18/01/2017 No. 244'.

Reason for Recommendations

25. The drafting and publication of the WESP is a statutory requirement and all Welsh Government guidelines and regulations have been followed.
26. Taking into account all consultation responses and the guidance provided by Welsh Government, the WESP now represents a fully involved stakeholder document and as such, it is recommended that the Council's Cabinet approve Cardiff's Welsh in Education Strategic Plan (WESP) 2017 – 2020.

Financial Implications

27. There are no financial implications arising directly from the approval of the plan. Any actions undertaken in relation to the delivery of the plan, that give rise to costs in either individual schools or the Education directorate, will need to be met from within existing resource allocations.

Legal Implications (including Equality Impact Assessment)

28. Under the Education Act 1996, the Council has a general statutory obligation to promote high standards of education and to consider parental preference which includes preference for Welsh medium education.
29. Section 84 and 85 of the School Standards and Organisation (Wales) Act 2013 and the Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013, set out the statutory obligations for all local authorities to prepare, submit, publish and revise Welsh in Education Strategic Plans (WESPs).
30. The Council also has to satisfy its public sector duties under the Equality Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties, Councils must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics. The Protected characteristics are:
 - Age
 - Gender reassignment
 - Sex

- Race – including ethnic or national origin, colour or nationality
- Disability
- Pregnancy and maternity
- Marriage and civil partnership
- Sexual orientation
- Religion or belief – including lack of belief

31. The purpose of the Equality Impact Assessment is to ensure that the Council has understood the potential impacts of the proposal in terms of equality so that it can ensure that it is making proportionate and rational decisions having due regard to its public sector equality duty. The Council has to be mindful of the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards when making any policy decisions and consider the impact upon the Welsh language, the report and Equality Impact Assessment deals with all these obligations.
32. To view the Equality Impact Assessment for the WESP please see Appendix 5.

HR Implications

33. Whilst there are no direct Human Resource implications arising from this report, HR People Services will continue to support Welsh-medium Head teachers and Governing Bodies to address any recruitment challenges they may encounter. Advice will also continue to be available regarding work force planning and whole school staffing structures.

Equality Impact Assessment

34. An Equality Impact Assessment has been completed and concludes that the WESP 2017 – 2020 would have a positive impact on the development of the Welsh language.

RECOMMENDATION

The Cabinet is recommended to approve Cardiff Council WESP 2017-202 for implementation from 1st April 2017.

NICK BATCHELAR

Director
10 March 2017

The following appendices are attached:

- Appendix 1 - WESP 2017-2020
- Appendix 2 - WESP Consultation Responses Summary
- Appendix 3 - List of changes made to the WESP
- Appendix 4 - Letter from the Chair of the Children and Young People Scrutiny Committee
- Appendix 5 – Statutory Screening Tool / EqIA

The following background papers have been taken into account:

- The Welsh Government's Welsh Language Strategy 2012—17 and draft strategy: A million Welsh speakers by 2050 (2016).
- Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013.

- Welsh Government's current Welsh-medium Education Strategy (April 2010) and policy statement for 2016-17 (March 2016)
- Rewriting the Future: raising ambition and attainment in Welsh schools, 2014.
- Successful Futures: Independent Review of Curriculum and Assessment Arrangements in Wales, Prof Donaldson, February 2015.
- The City of Cardiff Council Corporate Plan 2016-18 & What Matters Integrated Partnership Strategy.
- Cardiff 2020: a renewed vision for education in Cardiff.
- Bilingual Cardiff: 5-Year Welsh Language Strategy, 2017 – 2022.