



Welsh in Education Strategic Plan

Consultation Report - December 2021



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Background

The commitment to making every school in Cardiff a good school, the £280m investment programme in schools and the continuous improvement in education attainment have all underpinned this growth. As Cardiff looks to the next 10 years, the Council will retain its commitment to making every school in Cardiff a good school whilst ensuring that the Welsh language remains a defining characteristic of education in Cardiff.

The Welsh in Education Strategic Plan sets out a series of ambitious commitments to build on the progress achieved to date. These will ensure that every child in the city can receive a Welsh language education, that the number receiving a Welsh language education will increase and that, through the significant use of Welsh in English medium education, all children will feel confident speaking Welsh.

Our vision: A truly bilingual Cardiff.

We will ensure the growth of our Welsh-medium education sector across each phase in order to increase the number of people of all ages becoming fluent in both Welsh and English with the confidence and desire to use all of their languages in every aspect of their lives.

Underpinning our vision are the following principles:

- Apply the principles of the 15-minute neighbourhoods to ensure that all learners have access Welsh-medium education within a reasonable distance of their homes.
- Seek to establish at least 50% of new provision on LDP sites as Welsh-medium.
- Every child in the city can be educated in the language of their choice with the benefits of a bilingual education actively promoted to all parents from birth.

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- Parents will be supported to transfer their child, or children, to Welsh-medium education at any age, with high quality immersion provided to support in-year transition applications.
- Learners who have been educated through Welsh-medium throughout the primary phase will be proactively supported to continue into Welsh-medium secondary provision.
- The Council will work with a wide range of partners to proactively promote and increase Welsh/English bilingualism.
- All learners will be supported to become confident in at least two languages
- All Cardiff schools will increase the amount of Welsh taught, used and heard in their schools, consistent with new curriculum for Wales
- Learners with additional learning needs (ALN) will receive equal linguistic opportunity.
- Learners with English or Welsh as additional languages will receive equal linguistic opportunity.
- To facilitate the growth of Welsh medium education we will seek to maintain city wide capacity in the Welsh-medium sector at 10% over the projected intake.

To achieve our vision we will deliver:

- More nursery children/ three-year olds receive their education through the medium of Welsh.
- More reception class children/ five-year olds receive their education through the medium of Welsh.
- More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.
- More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.
- More opportunities for learners to use Welsh in different contexts in school.
- 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
- An increase in the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh.

Methodology

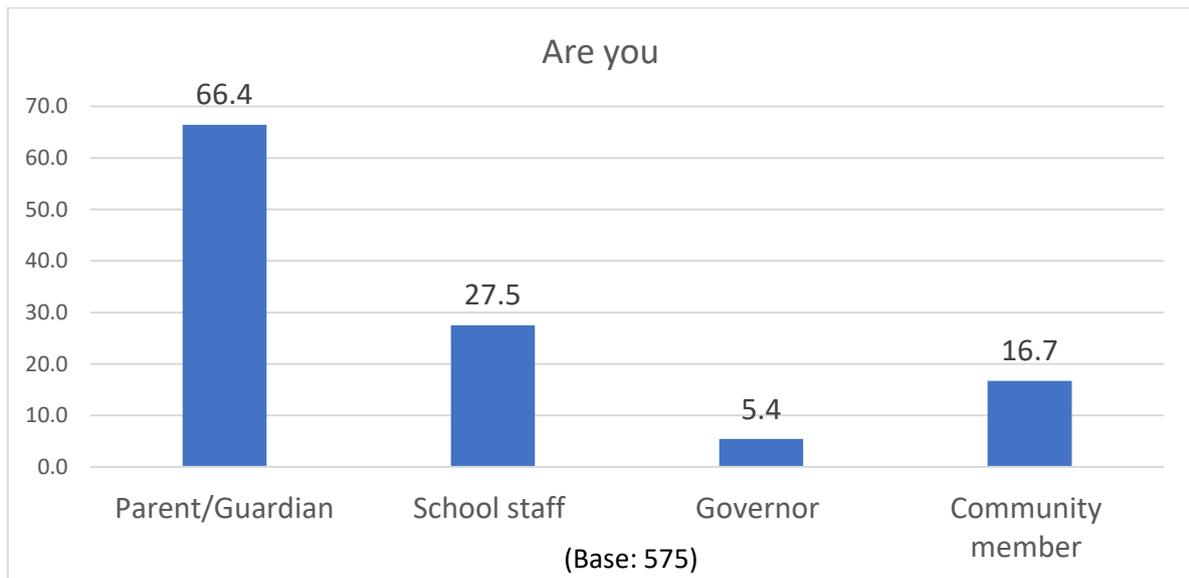
The survey was developed in collaboration between the School Organisation Programme Team and the Cardiff Research Centre. The impact of the COVID-19 pandemic, with restrictions on the numbers of people able to meet indoors and the requirement to wear face coverings, affected traditional methods of engagement. This survey was run online, with the survey promoted via the Council's corporate social media accounts, shared with staff via the Intranet and Staff Information emails, hosted on the Have Your Say page on the Council's website, with promotions for the survey on the council homepage. An email was sent to Cardiff Citizens' panel as well as Bilingual Cardiff partners.

Research Findings

After data cleansing and validation, there were 589 responses to the Welsh in Education Strategic Plan Survey. Through the course of the report base sizes may vary as not every respondent answered every question.

Are you

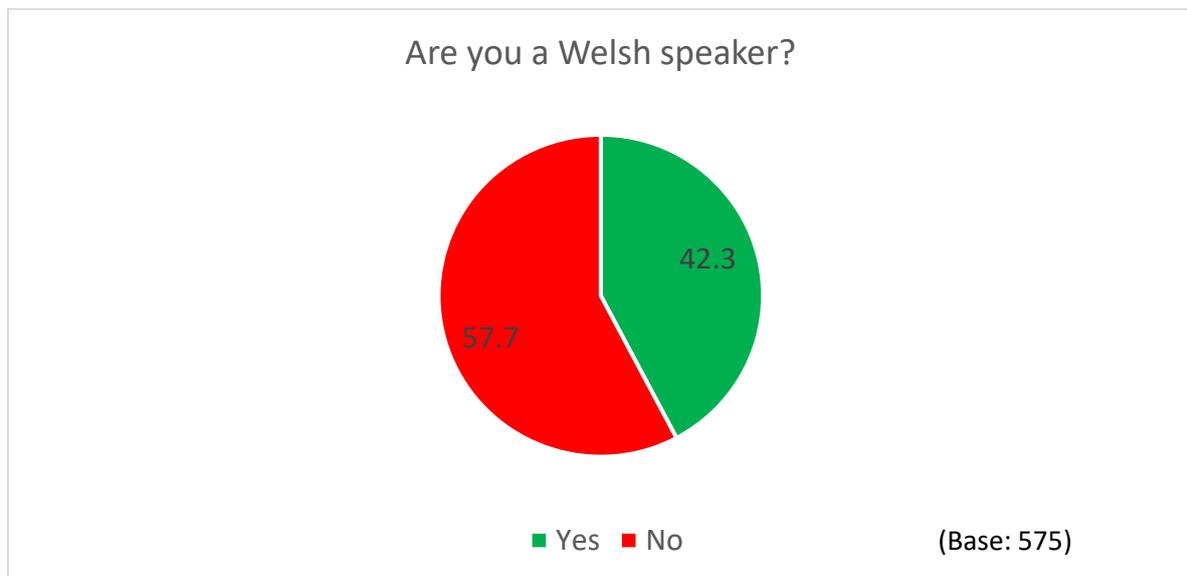
Parents / Guardians made up the main cohort of respondents to the survey (66.4%). This was followed by school staff (27.5%) and Community members (16.7%).



NB. Percentages do not total 100% as respondents could select multiple options

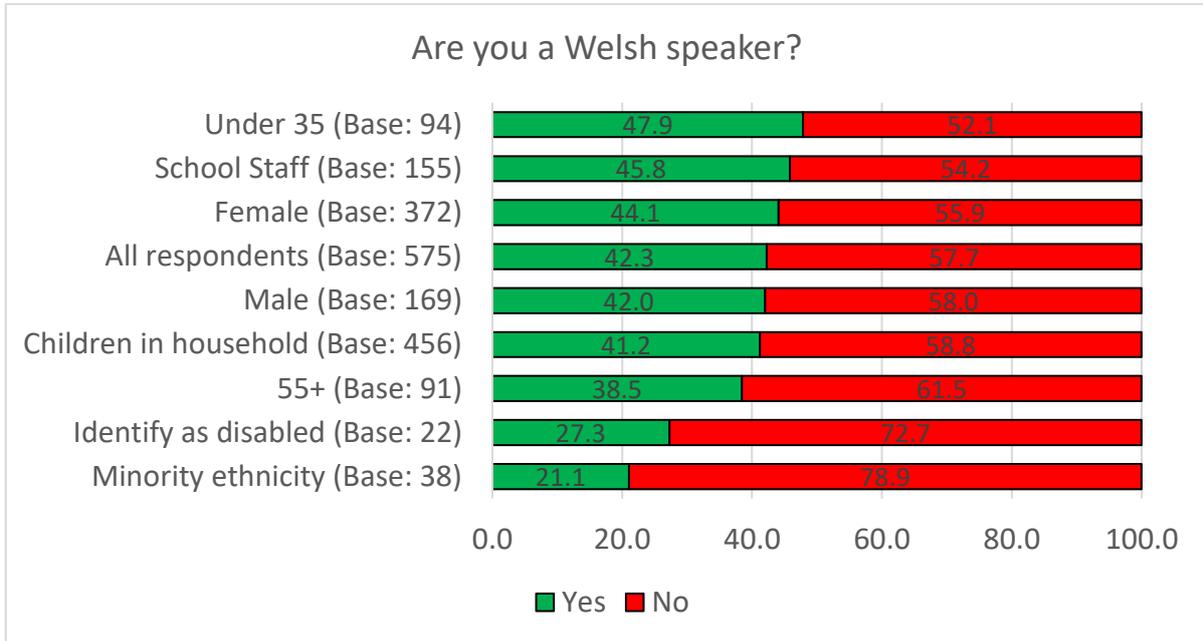
Are you a Welsh speaker?

Over two fifths (42.3%) of respondents to the survey were Welsh speakers.



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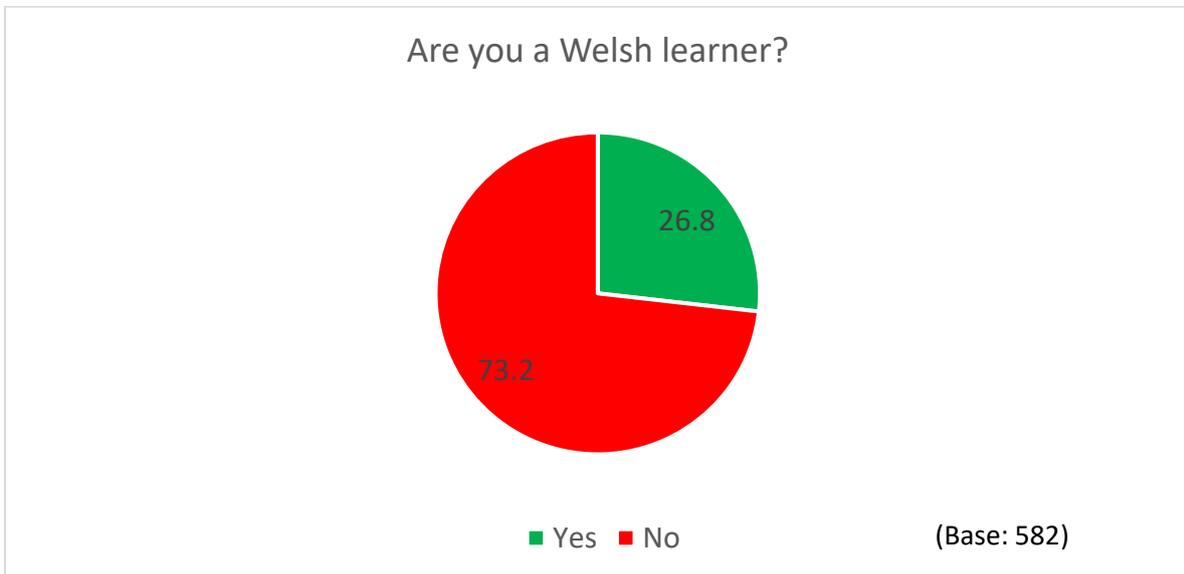
Respondents aged under 35 (47.9%) were most likely to be Welsh speakers, this compares with around one in five (21.1%) when viewed by Minority ethnic respondents.



NB: - Caution should be taken with low base sizes.

Are you a Welsh learner?

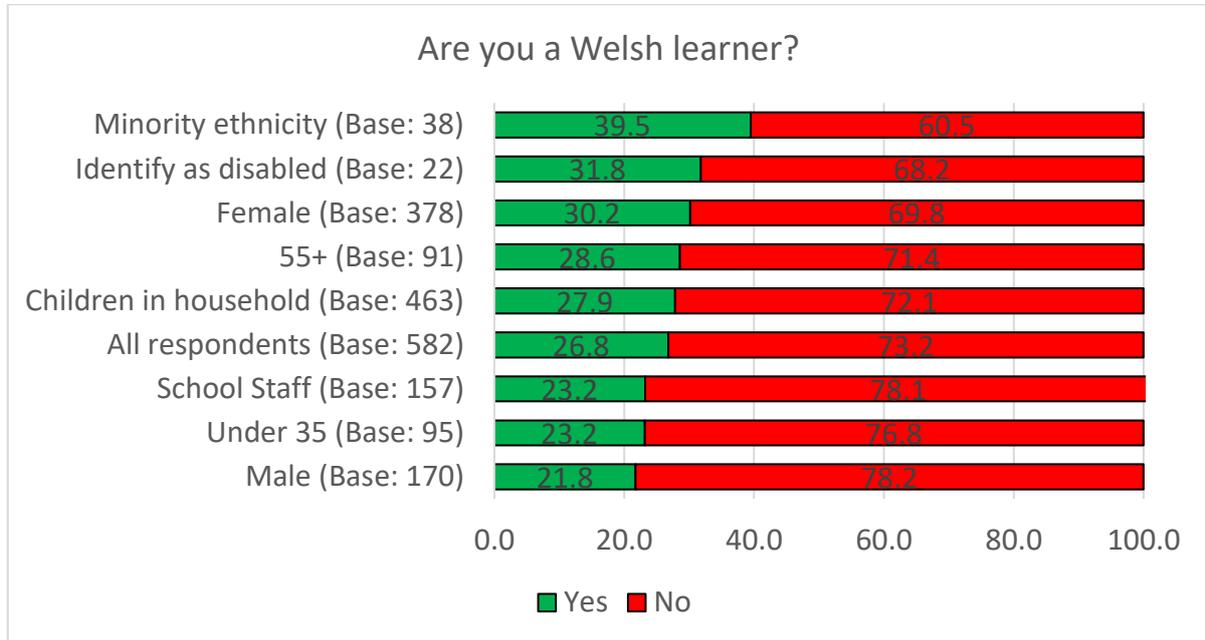
Around one in four (26.8%) respondents are learning Welsh.



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Minority Ethnic respondents were most likely to be a Welsh learner (39.5%), this was followed by those that identified as disabled (31.8%).

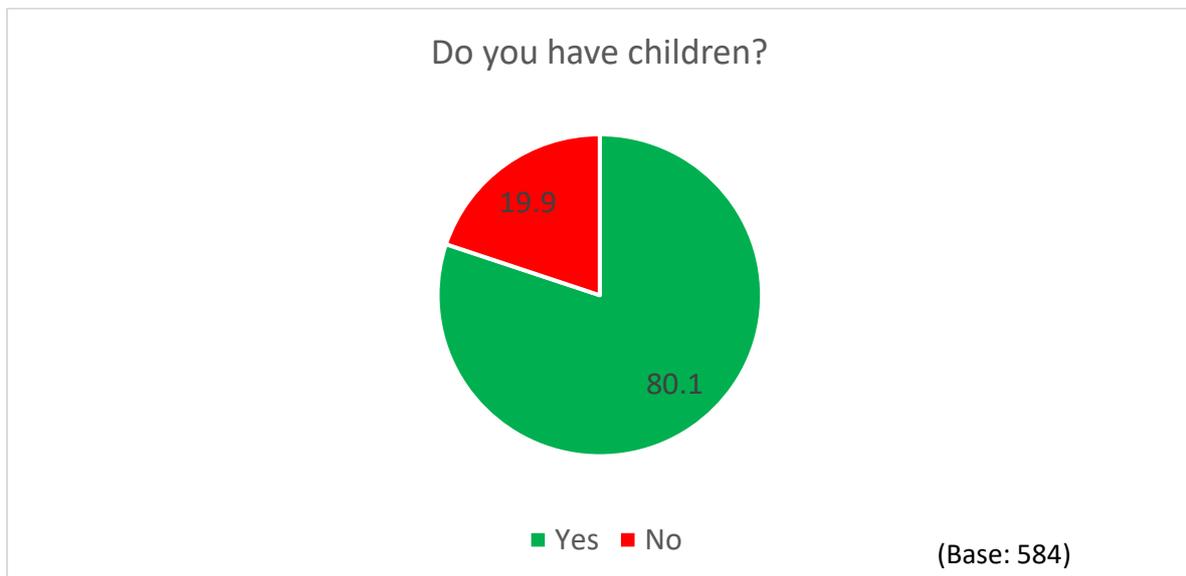
When viewed by male respondents this figure drops to around one in five (21.8%).



NB: - Caution should be taken with low base sizes.

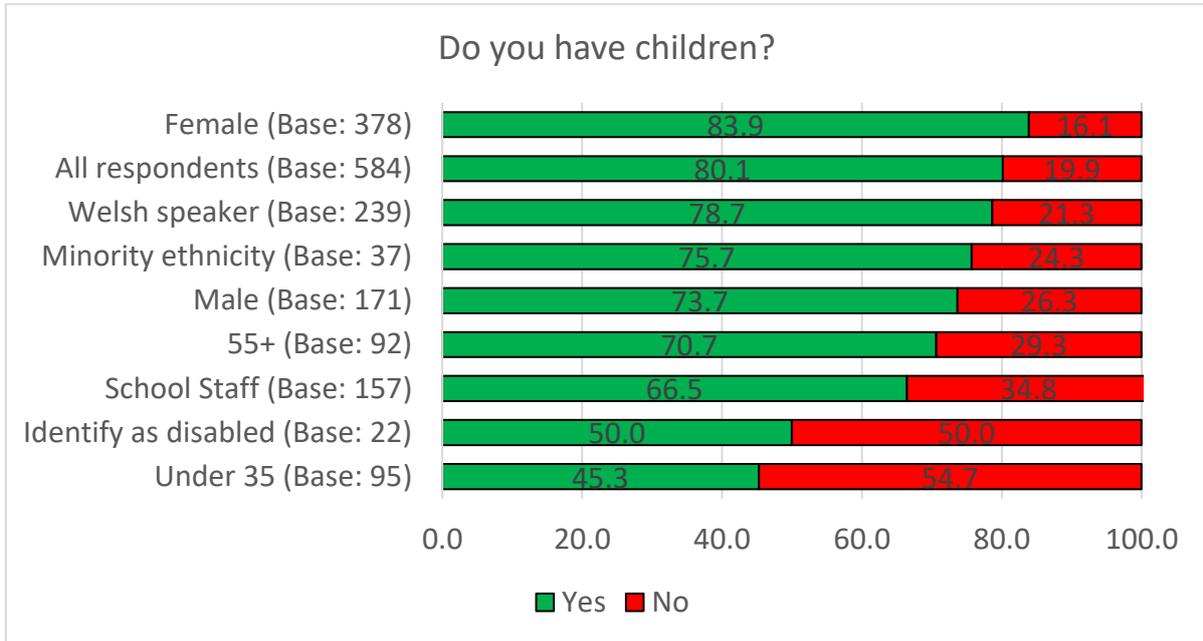
Do you have children?

Four fifths (80.1%) of respondents have children.



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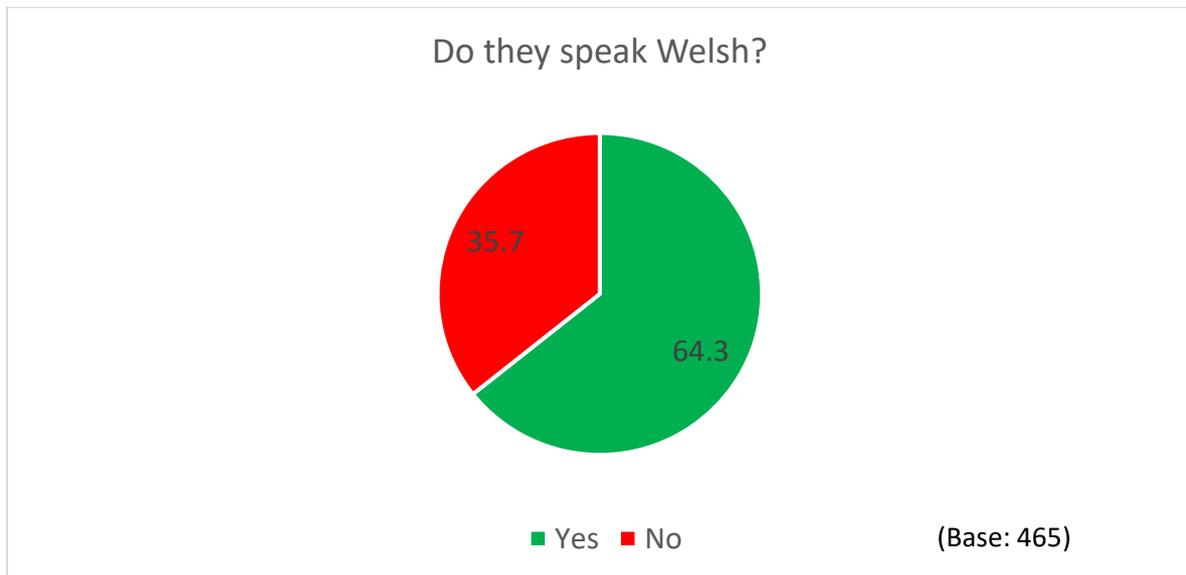
Respondents aged under 35 and those that identify as disabled were least likely to have children (45.3% and 50.0% respectively).



NB: - Caution should be taken with low base sizes.

Do they speak Welsh?

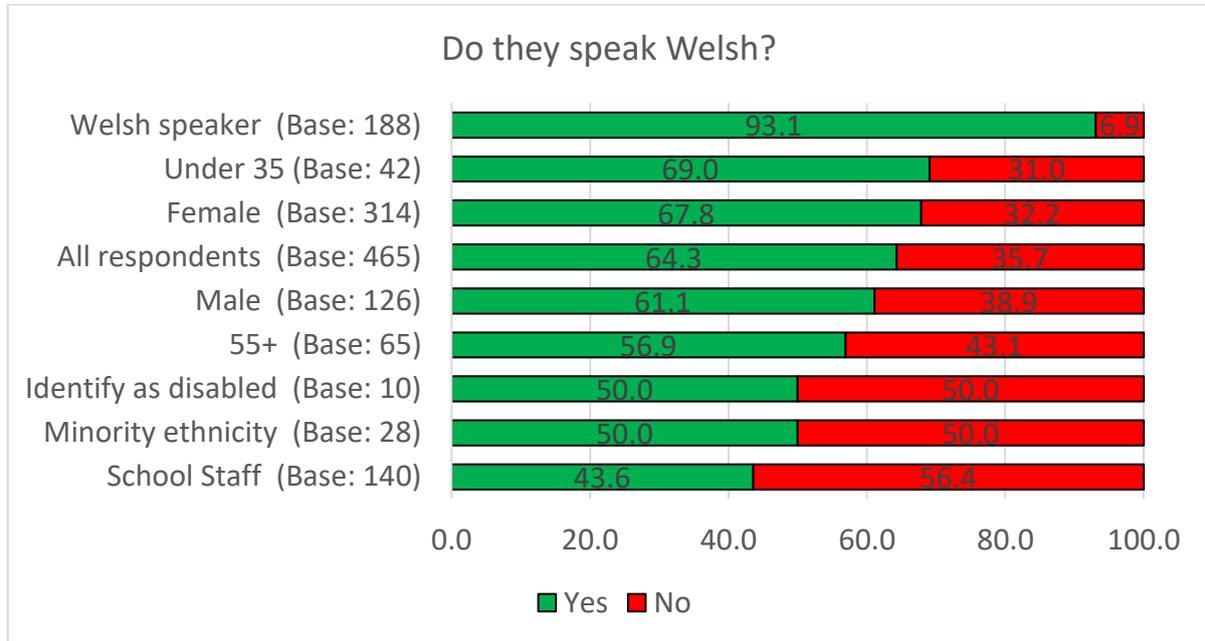
Almost two thirds (64.3%) of respondents that have children indicated that their child can speak Welsh.



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Unsurprisingly, almost all (93.1%) 'Welsh Speaker' respondents indicated that their child could speak Welsh.

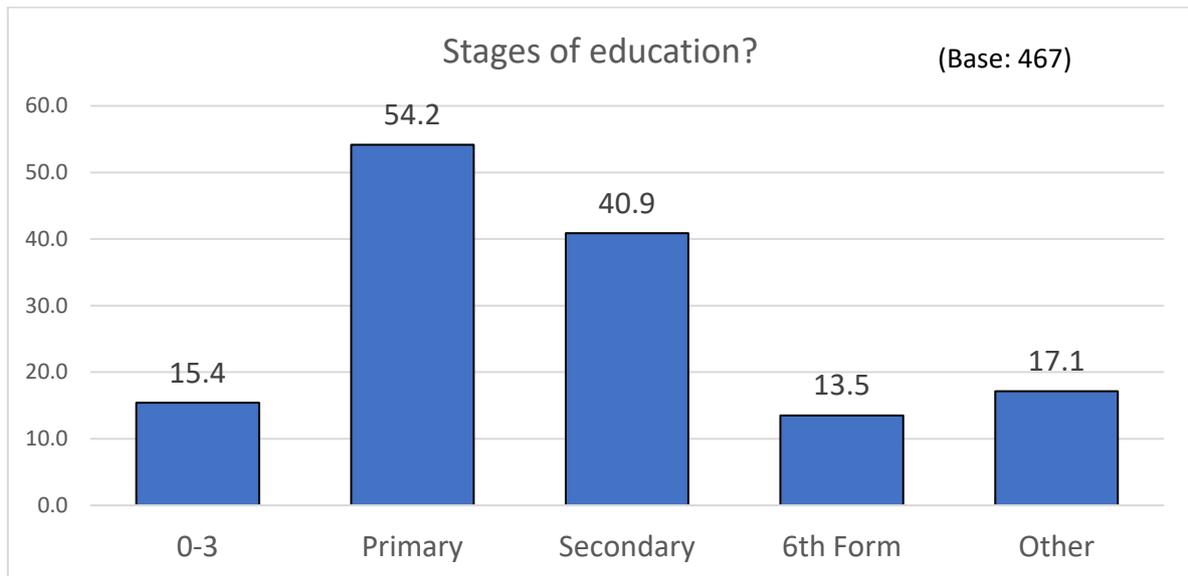
Respondents that have a child that can speak Welsh was least common when viewed by 'School Staff' respondents (43.6%).



NB: - Caution should be taken with low base sizes.

Stages of education?

Respondents to the survey were most likely to have a child in Primary school education (54.2%), this was followed by Secondary school education (40.9%).



NB. Percentages do not total 100% as respondents could select multiple options

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74 respondents indicated 'Other' which are detailed in the table below: -

Theme	No.	Example comments
University	39	<ul style="list-style-type: none"> • "University." • "Second year at Cardiff University studying medicine."
Working	15	<ul style="list-style-type: none"> • "Working full time." • "All now left Welsh Education but following Welsh career paths successfully."
Adult / Grown up	11	<ul style="list-style-type: none"> • "Adults living abroad." • "Grown up."
No longer in education	6	<ul style="list-style-type: none"> • "Now has left education but was educated in a Welsh medium school."
Adult education	4	<ul style="list-style-type: none"> • "Adult education."
Left Home	2	<ul style="list-style-type: none"> • "Left home."
Misc.	3	<ul style="list-style-type: none"> • "Aunt to children 3 and 7."

The Welsh Government has stipulated seven outcomes which the council must work towards for the WESP which are outlined below.

Respondents were then asked to rank elements to improve infrastructure and context of the Welsh language they prefer from one to seven.

Scores were calculated as below: -

Rank	Points
1st	7
2nd	6
3rd	5
4th	4
5th	3
6th	2
7th	1

These were combined for each theme and divided by the overall number of respondents answering this question, to give a final score.

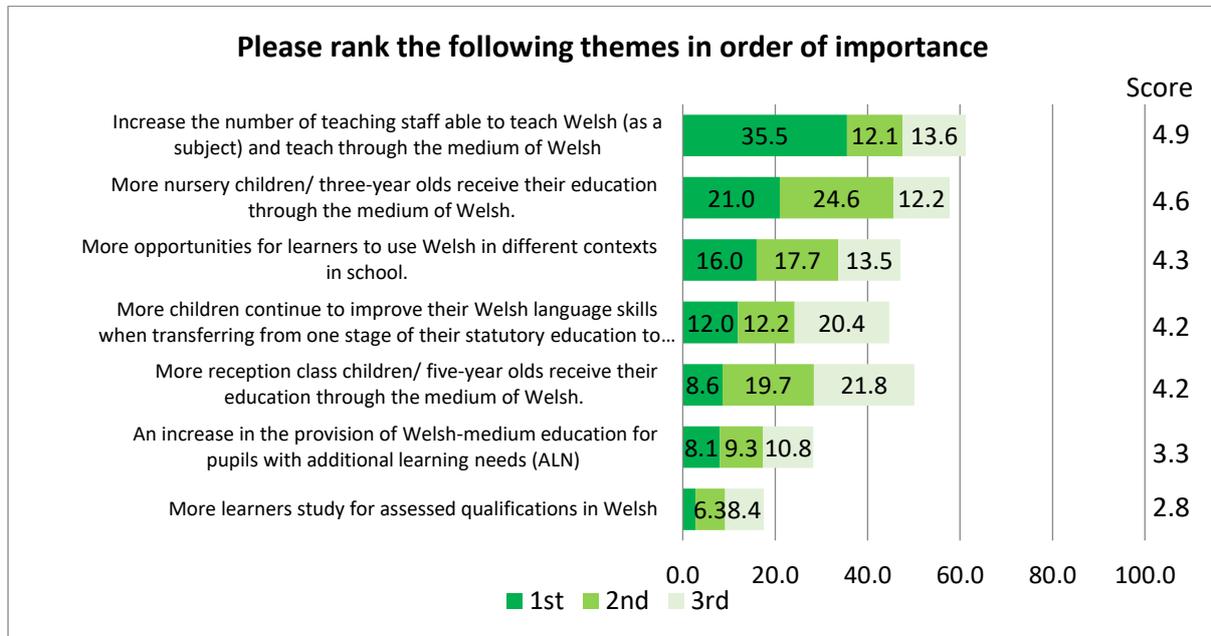
"Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh." was rated the most important, with 35.5% of respondents ranking this in first place, and an overall score of 4.9 out of seven.

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Looking at the mean scores by respondent (Refer Appendix A), school staff, females and Welsh speakers deemed **‘Increasing the number of teaching staff able to teach Welsh’** a high priority (5.3, and 5.1 out of 7 respectively), this falls to 4.5 when compared by male respondents.

In second place, ranked in first place by 21.0% of respondents (and an average score of 4.6 out of 7), was **“More nursery children/ three-year olds receive their education through the medium of Welsh.”**

Male respondents and Welsh Speakers realised a mean score of (5.1 and 4.9 out of 7) regarding ‘Increasing Welsh Nursery provision’, in contrast to School staff and those that identified as disabled (4.2 out of 7 respectively).

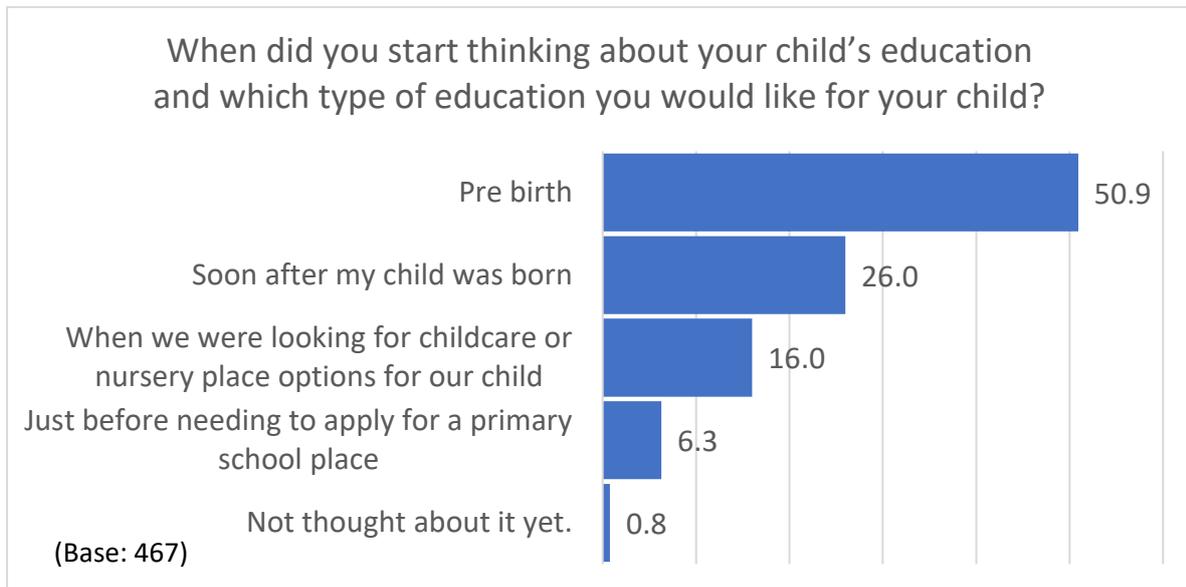


The above chart shows the proportion of 1st, 2nd and 3rd place votes for each action, plus the overall score generated (out of 7).

Parents play a critical role in supporting an increased number of children in Welsh-medium schools through choosing it as an option for their child. The below questions relate to parental experience of applying for school places.

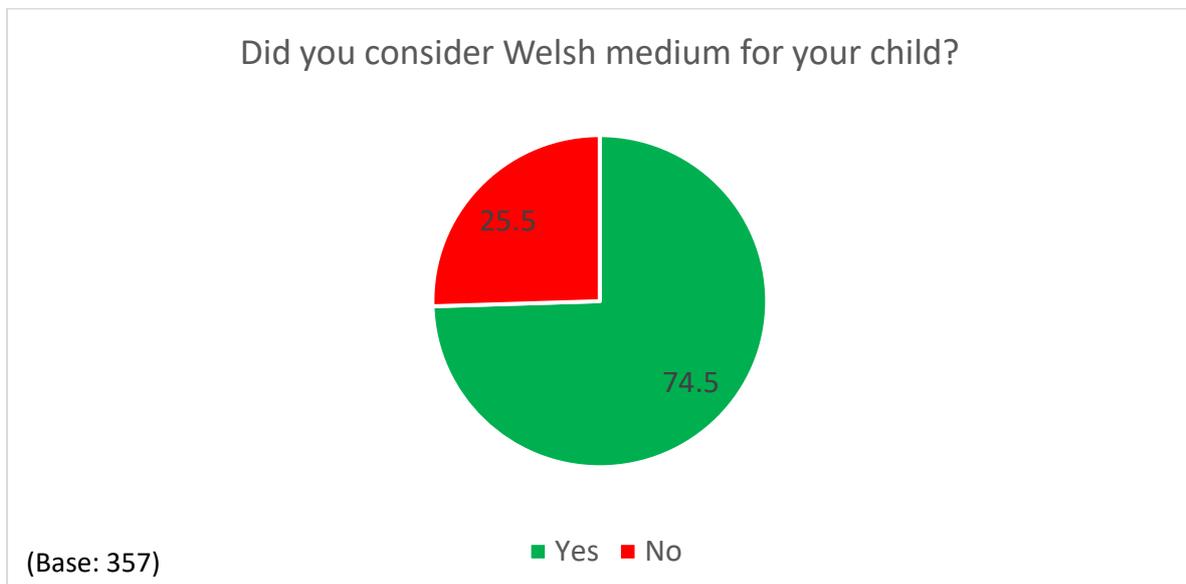
When did you start thinking about your child’s education and which type of education you would like for your child?

A half (50.9%) of respondents started to think about their child’s education Pre-birth. Around one in four (26.0%) said they thought about it soon after their child was born, whilst one in six (16.0%) waited until they were looking for childcare or a nursery place for their child.



Did you consider Welsh medium for your child?

Three in four (74.5%) parents did consider Welsh medium for their child.

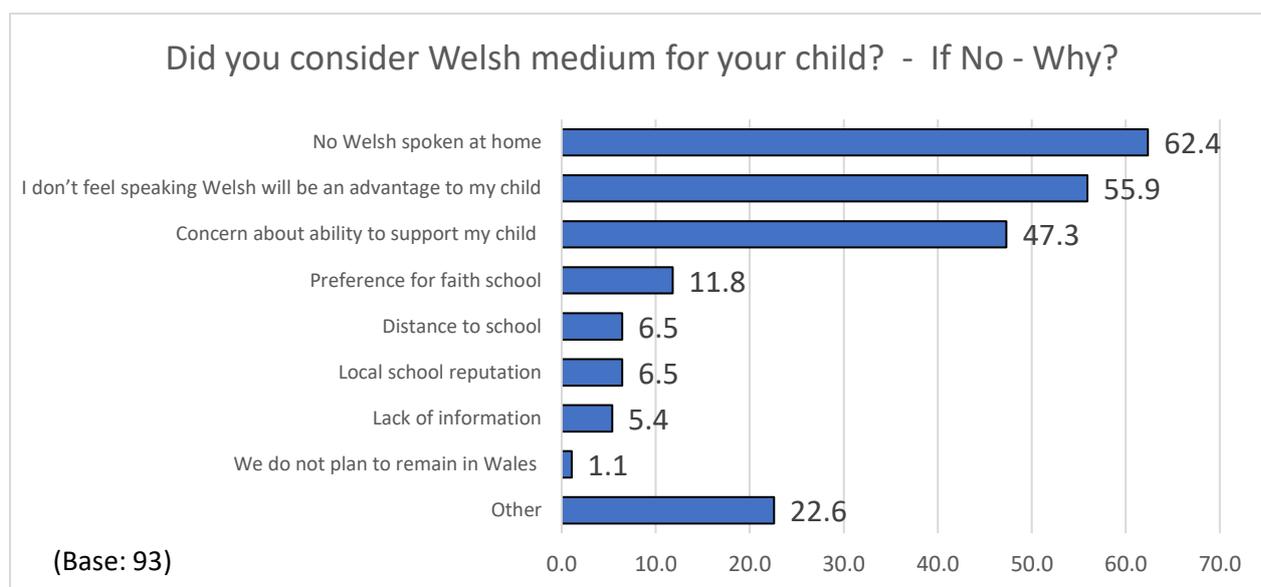


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If No - Why?

Respondents that stated they did not consider Welsh medium for their child were given the opportunity to explain why.

'No Welsh spoken at home' was viewed as the most likely (62.4%) reason why parents did not consider Welsh medium. This was followed by **'I don't feel speaking Welsh will be an advantage to my child'** (55.9%).



NB. Percentages do not total 100% as respondents could select multiple options

20 respondents indicated 'Other' these are detailed in the table below: -

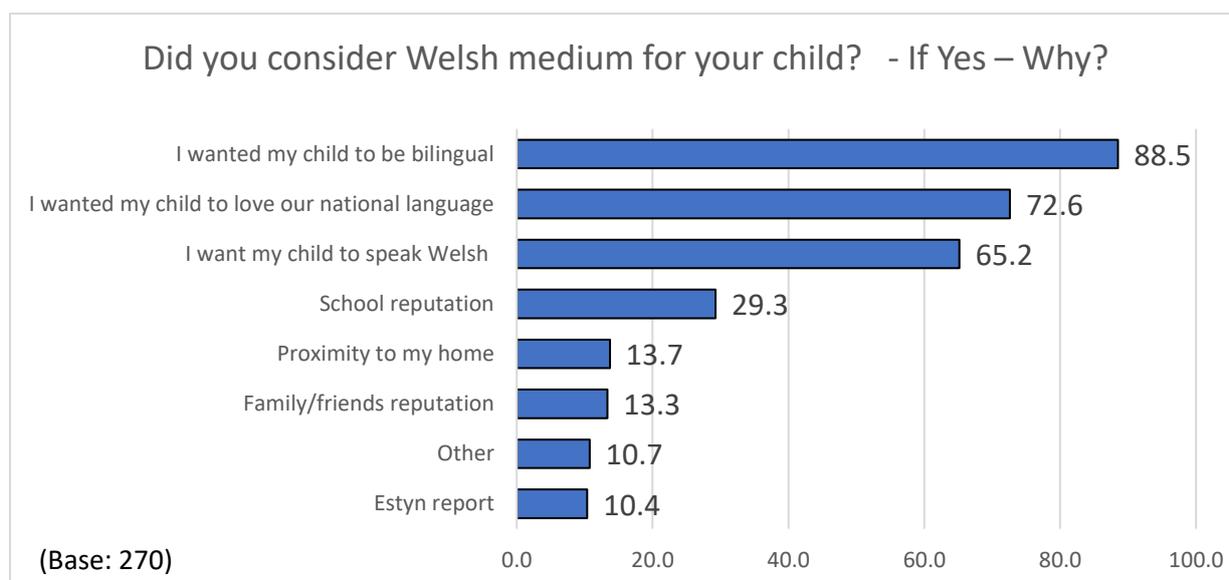
Theme	No.	Example comments
English Preference	5	<ul style="list-style-type: none"> "Preference for them to study in English medium." "I wanted my child to learn in English."
Career prospects	5	<ul style="list-style-type: none"> "Speaking Welsh is an advantage but Welsh schooling may limit them educationally later on." "We feel that in learning Welsh children are missing out on other more relevant subjects."
Negative Experience	4	<ul style="list-style-type: none"> "Found Welsh advocates at the time to be intimidating and parochial."
Location	1	<ul style="list-style-type: none"> "I wanted the nearest school to our home (this was the prime reason). The Welsh-speaking school was."
Misc.	5	<ul style="list-style-type: none"> "It is not one of the most important factors when planning my child's education and development." "I've only been here for three years. I have fled my country forcibly."

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If Yes – Why?

Respondents that stated they did consider Welsh medium for their child were given the opportunity to explain why.

'I wanted my child to be bilingual' was seen as the main reason (88.5%) why parents considered Welsh medium, this was followed by **'I wanted my child to love our national language'** (72.6%) and **'I want my child to speak Welsh to have more career option in Wales when they are adults'** (65.2%).



NB. Percentages do not total 100% as respondents could select multiple options

28 respondents indicated 'Other' which are detailed in the table below: -

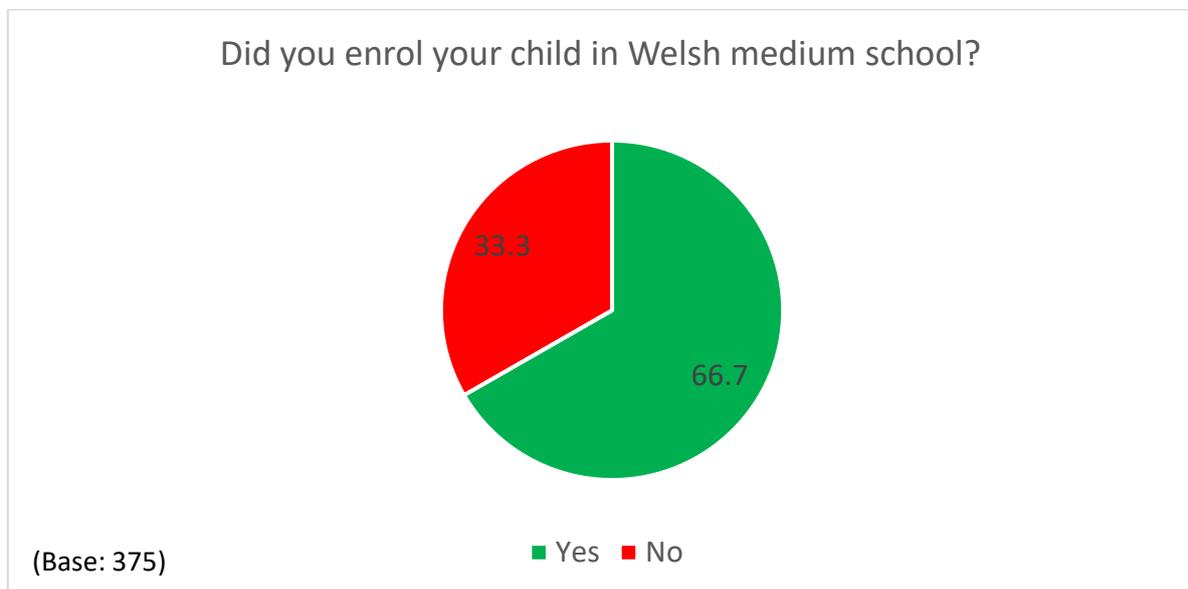
Theme	No.	Example comments
Welsh speaker	17	<ul style="list-style-type: none"> "My partner and family are Welsh speakers." "Welsh is our language." "I am a Welsh speaking Welshman so there was no need to think twice! The natural thing to do."
Wanted them to learn Welsh	5	<ul style="list-style-type: none"> "My husband was keen as a language teacher and not had chance to learn himself." "Because we are a Welsh-speaking family, and our children are entitled to receive their education in their own language/"
Better resources	3	<ul style="list-style-type: none"> "More funding in Welsh schools."
Smaller class sizes	2	<ul style="list-style-type: none"> "The schools are better resources and have smaller class sizes."
Lack of English Medium	1	<ul style="list-style-type: none"> "Lack of space in English medium schools."

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Develop linguistic skills	1	<ul style="list-style-type: none">• "Provide the linguistic tools to pursue other languages later on in life."
Misc.	5	<ul style="list-style-type: none">• "Without language - without identity."• "Where I lived the option was a poor Welsh school, or a poor English school. I moved house."

Did you enrol your child in Welsh medium school?

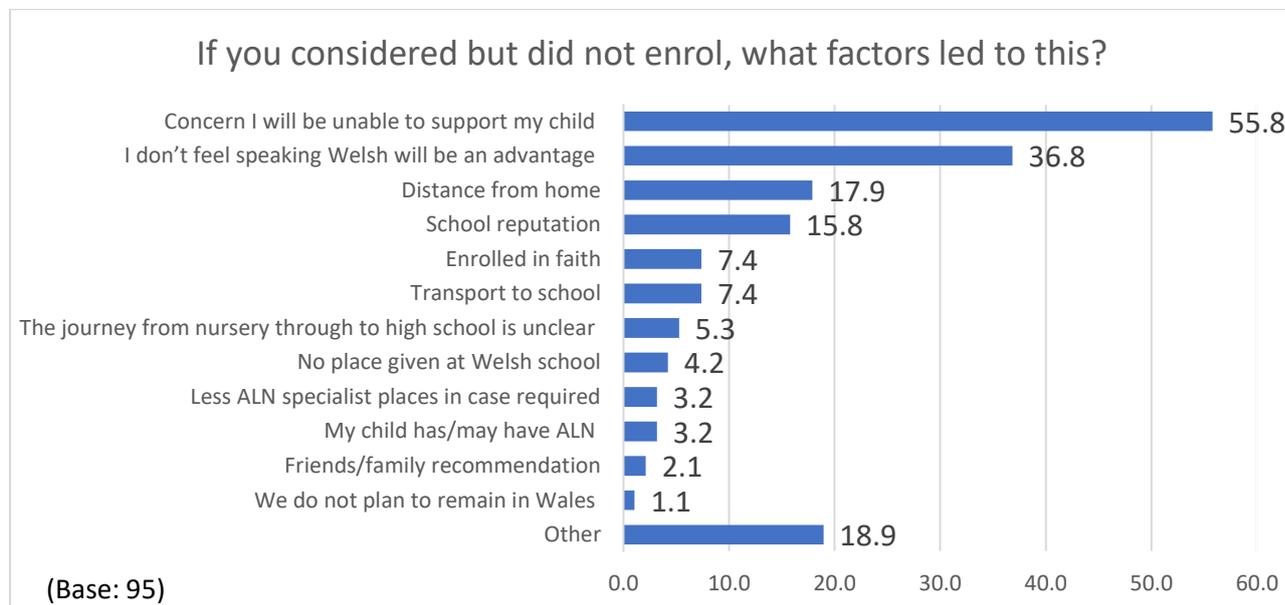
Two in three (66.7%) parents who responded did enrol their child in a Welsh medium school. This compares to a city-wide average of 15.6 % of children enrolled in Welsh-medium education



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If you considered but did not enrol, what factors led to this?

There were 95 respondents to the survey that considered enrolling their child in Welsh medium education but decided against it. The main reasons for this were '**Concerns around the ability to support their child at home**' (55.8%), '**I don't feel that speaking Welsh will be an advantage to my child**' (36.8%) and '**Distance from school**' (17.9%).



NB. Percentages do not total 100% as respondents could select multiple options

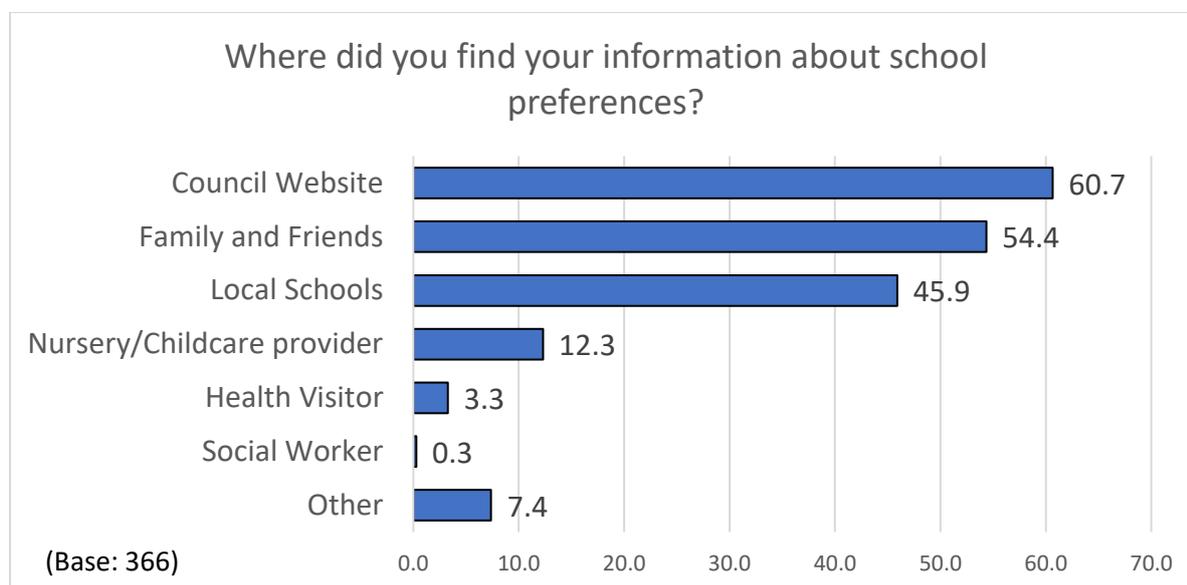
16 respondents indicated 'Other', Themes and sample comments are detailed below: -

Theme	No.	Example comments
Wanted English medium	3	<ul style="list-style-type: none"> "English medium schools are more diverse and representative of the city's population."
Location	2	<ul style="list-style-type: none"> "Perfectly wonderful school on our doorstep so decided this was the best option."
Lack of availability	2	<ul style="list-style-type: none"> "Welsh-medium school not in the best area. Disappointed that there is no more choice. Two English-medium schools in the village."
Language skills	1	<ul style="list-style-type: none"> "I/we parents don't speak Welsh."
Not a priority	1	<ul style="list-style-type: none"> "Welsh is not my priority. A good overall standard of education is."
Misc.	7	<ul style="list-style-type: none"> "Can learn Welsh as an option." "Child is not in school yet."

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Where did you find your information about school preferences?

'The Council website' (60.7%) was viewed as the most likely resource when looking for information about school preferences. This was followed by 'Family and friends' (54.4%) and 'Local Schools' (45.9%).



NB. Percentages do not total 100% as respondents could select multiple options

26 respondents indicated an 'Other' source they are detailed in the table below: -

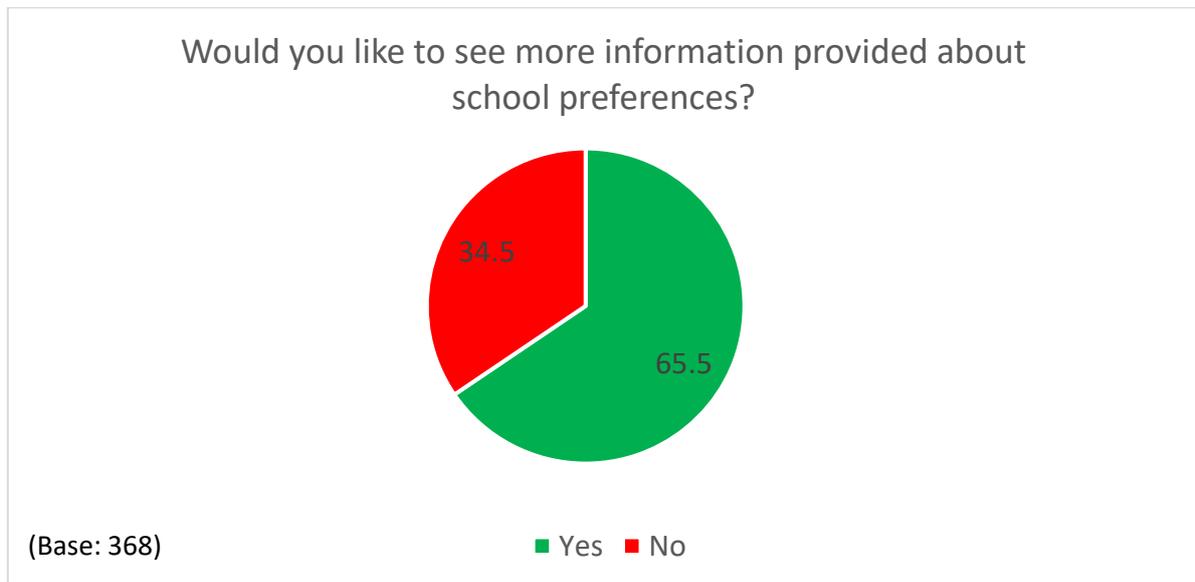
Theme	No.	Example comments
Just knew	7	<ul style="list-style-type: none"> "Just knew." "Already familiar with the school."
Social media/ internet	6	<ul style="list-style-type: none"> "Social media- other parents - not friends but on local Facebook parenting groups." "The "My Local School" website."
Estyn	5	<ul style="list-style-type: none"> "Estyn" "Estyn reports and other evidence which there is not enough of, rather than hearsay."
Community members	4	<ul style="list-style-type: none"> "Community feedback only."
Work	2	<ul style="list-style-type: none"> "I work in Education."

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Family/Friend	2	<ul style="list-style-type: none">• "A friend."
Don't know	1	<ul style="list-style-type: none">• "I honestly can't remember."
Misc.	4	<ul style="list-style-type: none">• "I was learning at school."

Would you like to see more information provided about school preferences?

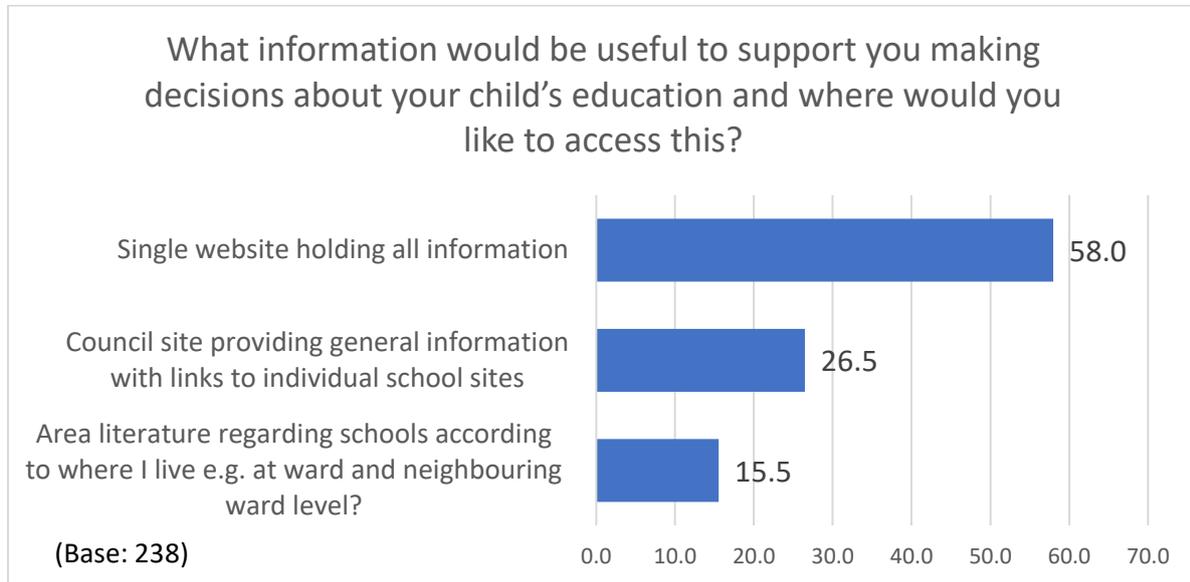
Around two thirds (65.5%) of parents would like to see more information provided about school preferences.



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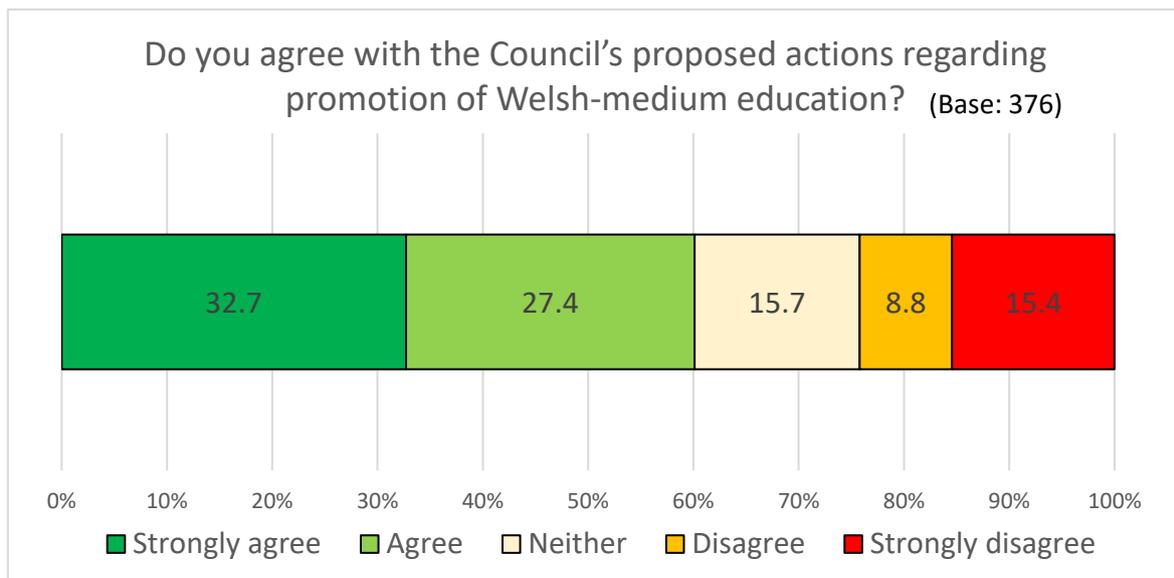
What information would be useful to support you making decisions about your child's education and where would you like to access this?

Almost three in five (58.0%) parents cited 'Single website holding all information' as the most helpful factor when making decisions about their child's education.



Do you agree with the Council's proposed actions regarding promotion of Welsh-medium education?

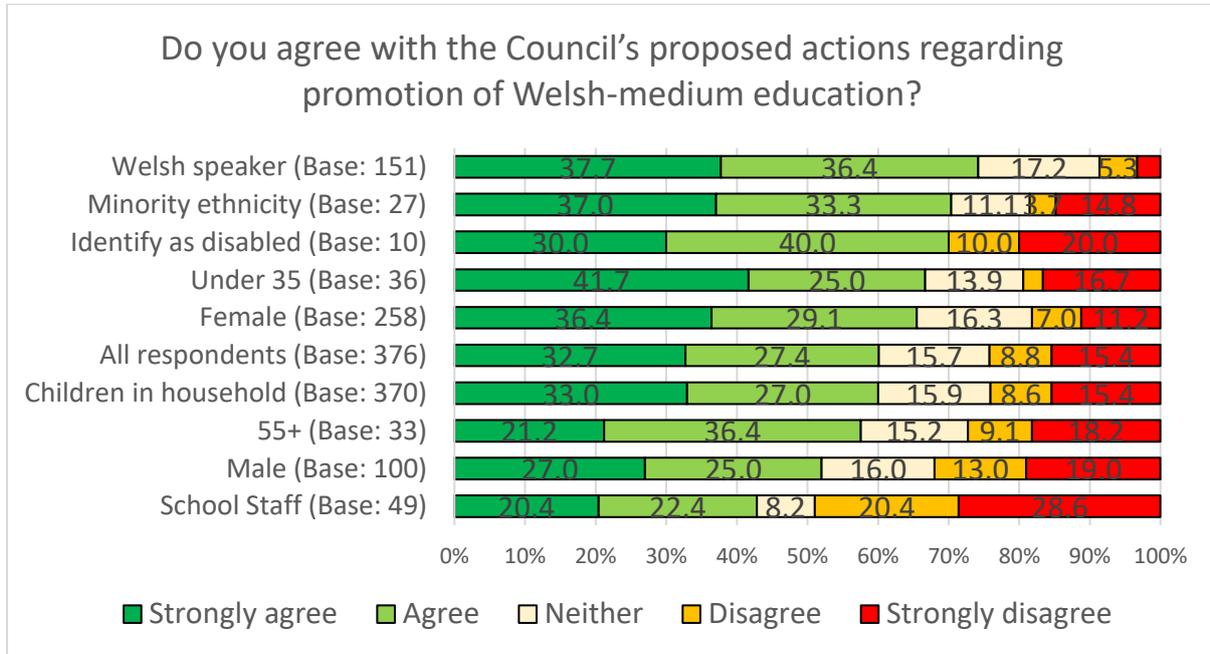
Three in five (60.1%) parents agreed with the Council's actions regarding the promotion of Welsh-medium education.



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Agreement increased to three in four (74.1%) respondents when viewed by Welsh speakers, this is 14 percentage points higher than that of the overall findings.

Respondents least likely to agree were school staff and males (42.8% and 52.0% respectively).

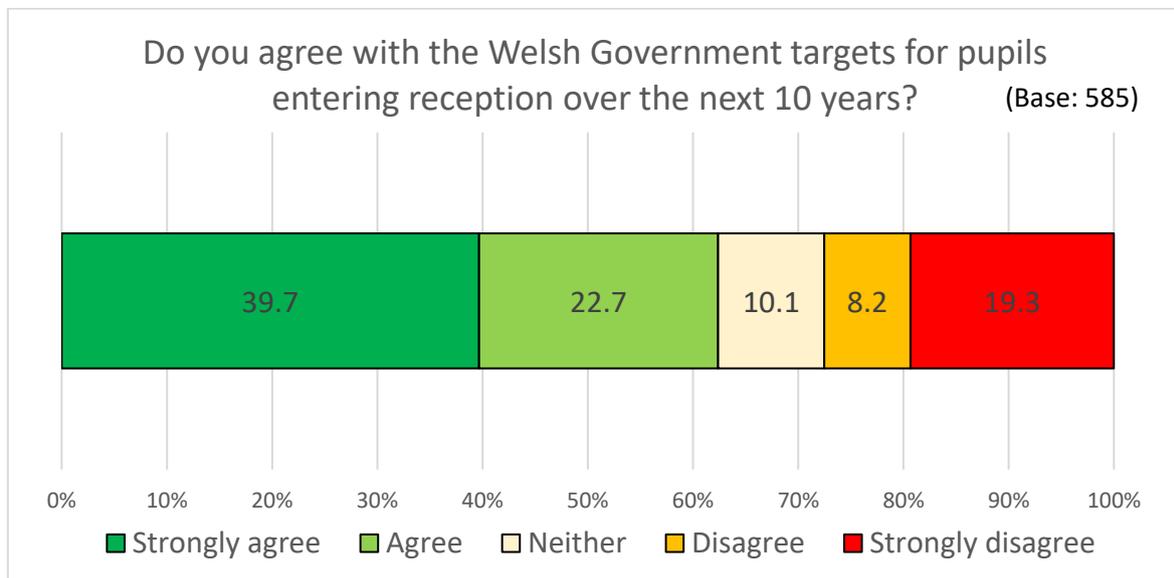


NB: - Caution should be taken with low base sizes.

Cymraeg 2050 sets out a goal of having 1 million Welsh speakers. To progress towards this, the Welsh Government has outlined targets for each local authority relating to the number of pupils in Year 1 receiving their education through Welsh. To achieve this in Cardiff we have to increase from the current 18% to between 25%-29% by academic year 2030/31.

Do you agree with the Welsh Government targets for pupils entering reception over the next 10 years?

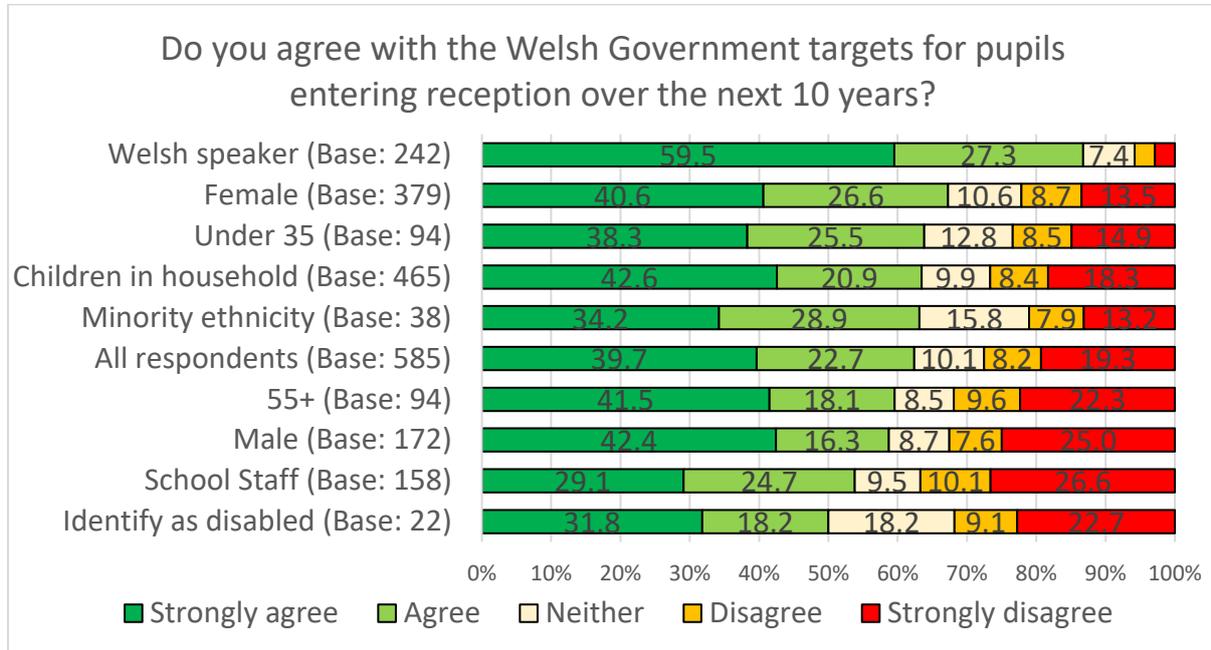
Over three in five (62.4%) respondents agree with the Welsh Government targets for pupils entering reception over the next 10 years, this included 39.7% that strongly agreed.



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When comparing Welsh speaker responses to overall responses agreement is higher by some 24.4 percentage points (86.8% to 62.4% respectively).

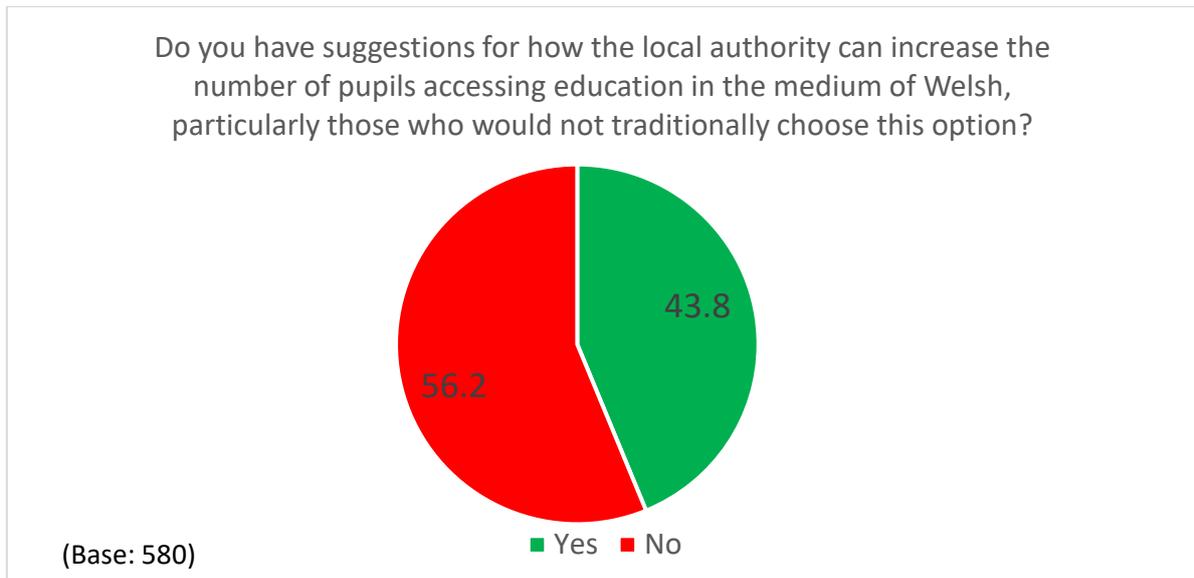
Respondents that identify as disabled and School staff were least likely to agree (50.0% and 53.8% respectively).



NB: - Caution should be taken with low base sizes.

Do you have suggestions for how the local authority can increase the number of pupils accessing education in the medium of Welsh, particularly those who would not traditionally choose this option?

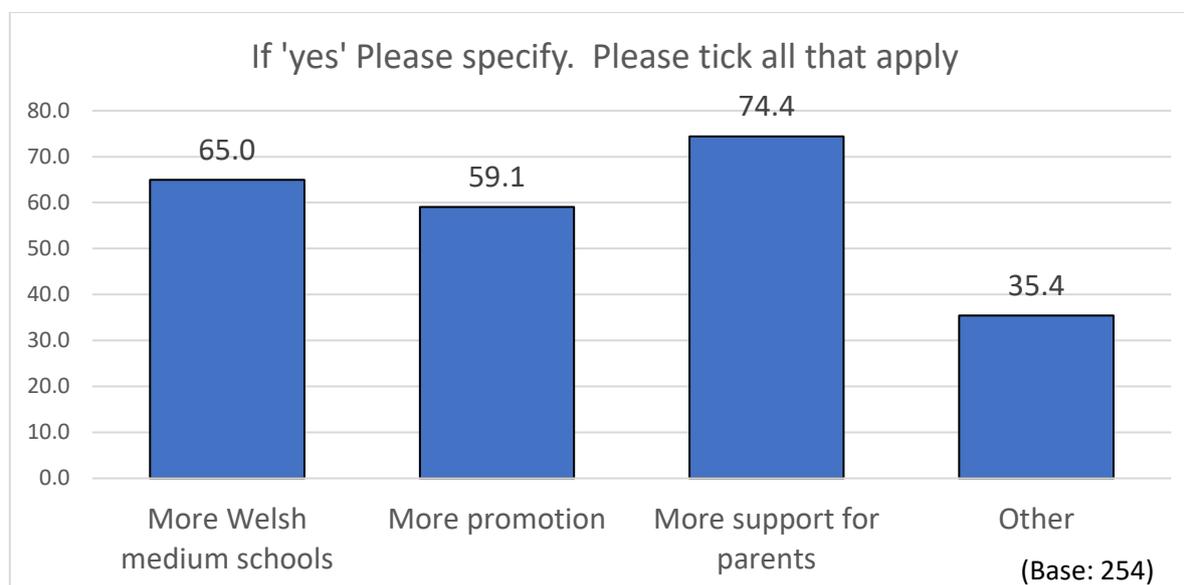
Over two in five (43.8%) respondents stated that they did have a suggestion for how the local authority can increase the number of pupils accessing education in the medium of Welsh, particularly those who would not traditionally choose this option.



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Please specify

'More support for parents' (74.4%) was viewed as the most influential way to increase the number of pupils accessing education in the medium of Welsh, this was followed by 'More Welsh medium schools' (65.0%).



NB. Percentages do not total 100% as respondents could select multiple options

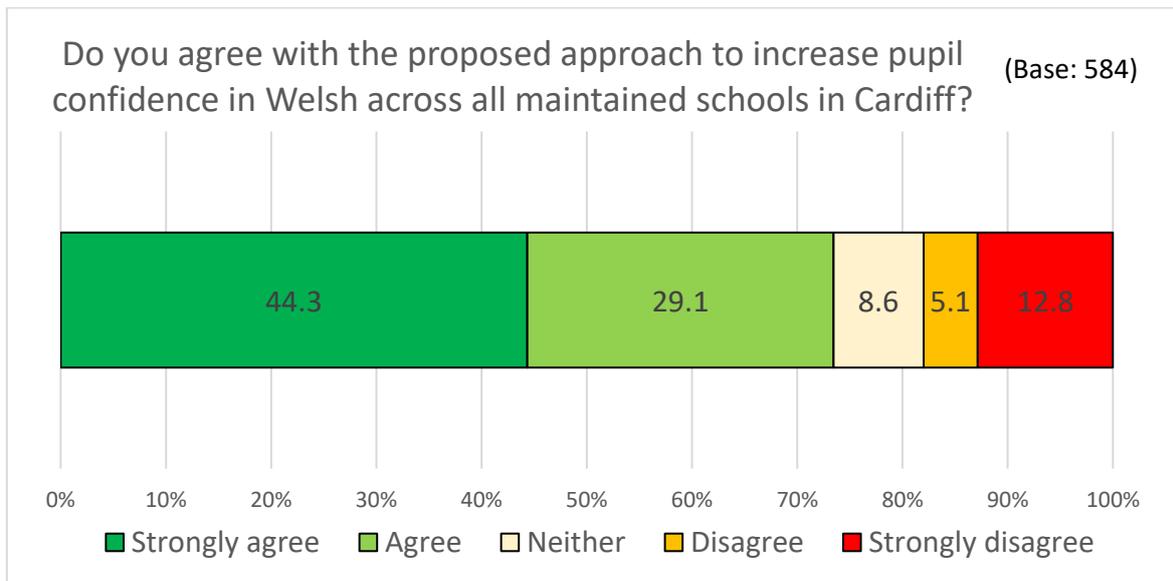
90 respondents had 'Other' suggestions, when analysed resulted in 16 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix B).

Theme	No.	%	Example comments
Better promotion of language	12	13.3	<ul style="list-style-type: none"> "Promote benefits, better paid jobs for linguists, more opportunities." "Emphasise that Welsh gives people an advantage in the workplace in business and the world beyond education."
More Welsh lessons/ courses	12	13.3	<ul style="list-style-type: none"> "More quality training and support for teachers to learn Welsh. Free Welsh courses for all teachers." "A Welsh College in Cardiff."
More inclusive approach	11	12.2	<ul style="list-style-type: none"> "More needs to be done to engage to C2DE and BAME populations, it is seen as a White/MC option." "A more inclusive Welsh speaking community who welcome integration, rather than promote segregation."

In Cardiff we are considering the needs of pupils throughout their educational journey. This includes equipping pupils to build on their Welsh language knowledge and skills and make successful transitions between stages of education.

Do you agree with the proposed approach to increase pupil confidence in Welsh across all maintained schools in Cardiff?

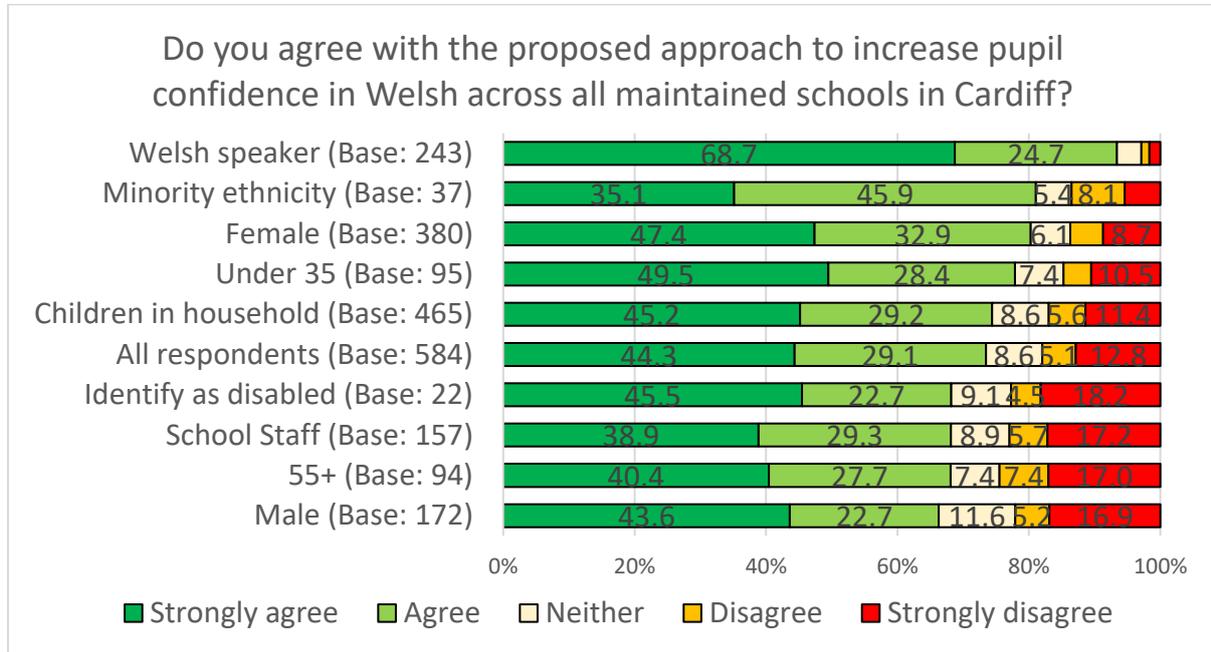
Almost three in four (73.4%) respondents agree with the proposed approach to increase pupil confidence in Welsh across all maintained Schools in Cardiff, this included 44.3% that strongly agreed.



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Almost all (93.4%) of Welsh speaker respondents agreed with the approach, this is 20 percentage points higher than the findings from overall respondents (73.4%).

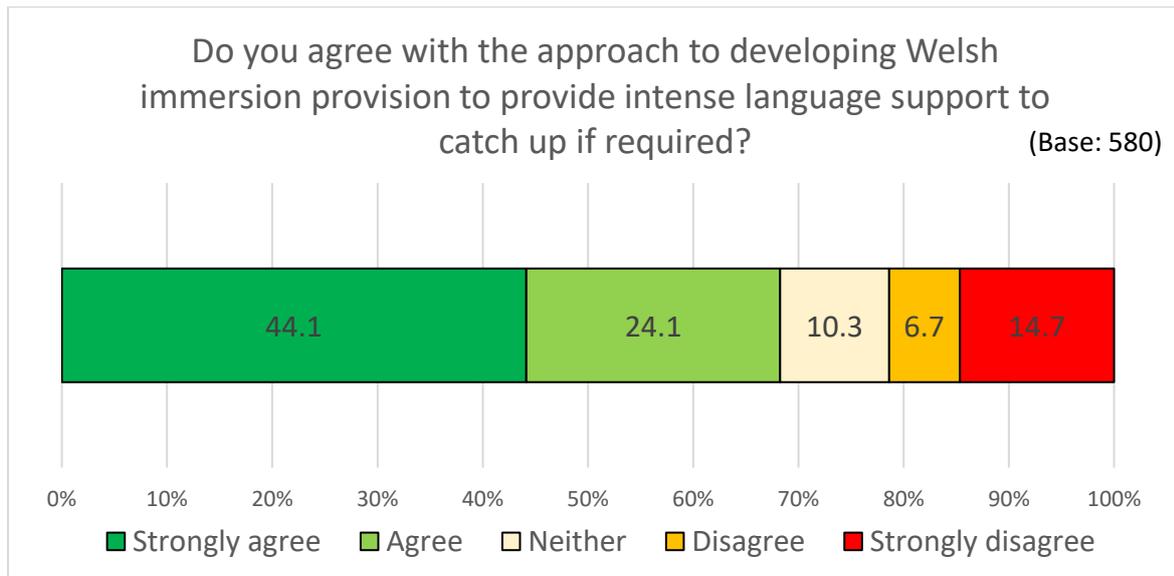
Male respondents and those aged 55+ were least likely to agree with the approach (66.3% and 68.1% respectively).



NB: - Caution should be taken with low base sizes.

Do you agree with the approach to developing Welsh immersion provision to provide intense language support to catch up if required?

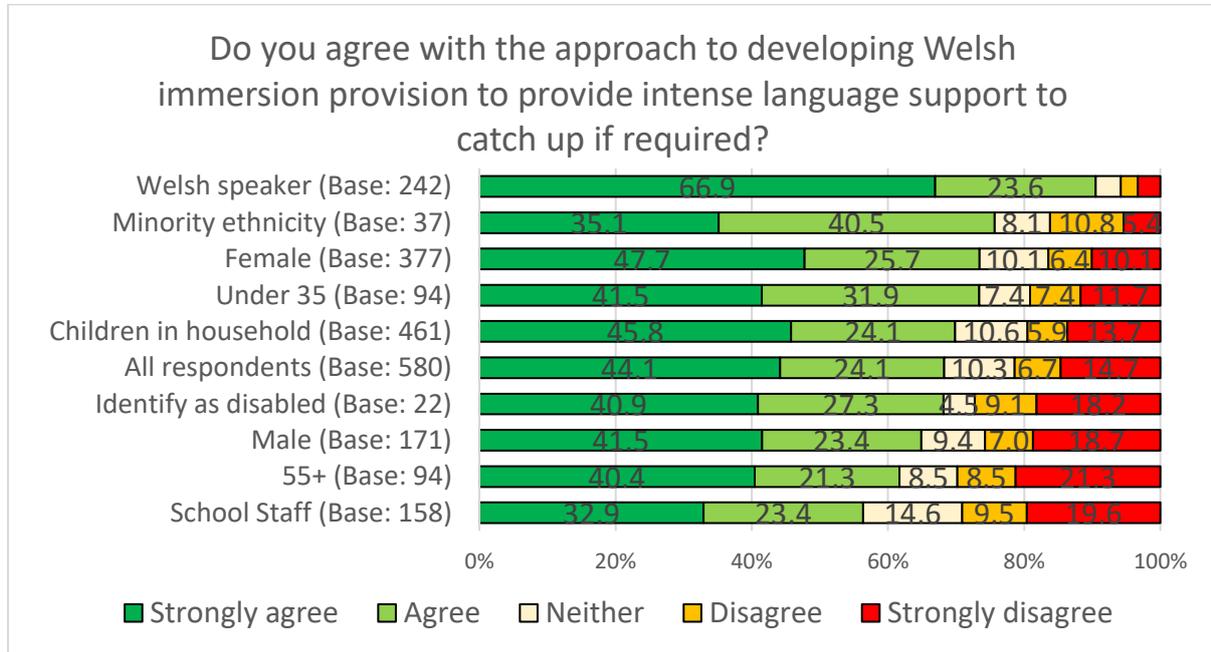
Over two thirds (68.2%) agreed with the approach to developing Welsh immersion provision to provide intense language support to catch up if required, this included 44.1% that strongly agreed.



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Once again agreement soared when viewed by Welsh speaker respondents (90.5%), this is 22.3 percentage points higher than that of the overall findings (68.2%).

School staff respondents and those aged 55+ were least likely to agree with the approach (56.3% and 61.7% respectively).

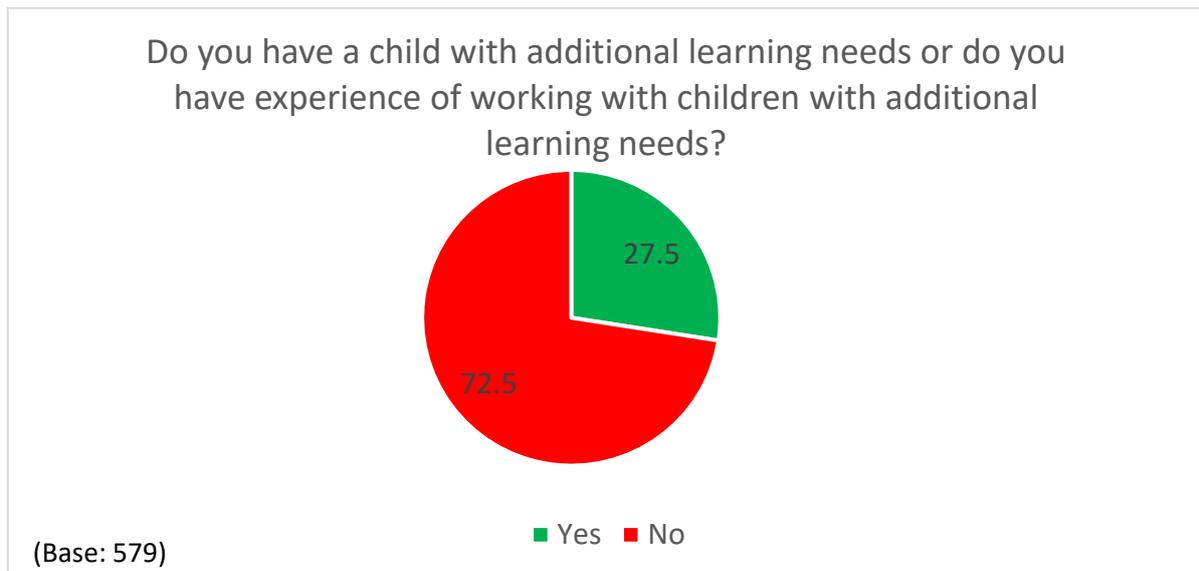


NB: - Caution should be taken with low base sizes.

Within the plan there is a specific outcome to increase the provision of Welsh-medium education for pupils with additional learning needs.

Do you have a child with additional learning needs, or do you have experience of working with children with additional learning needs?

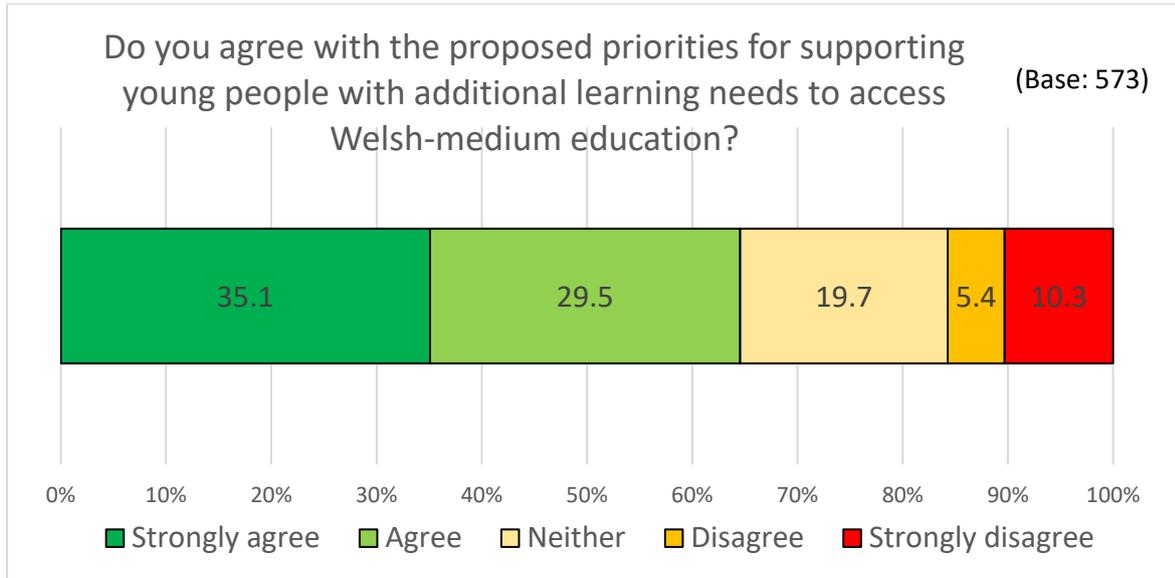
Just over a quarter (27.5%) of respondents have a child with additional learning needs or they have experience of working with children with additional learning needs. This compares to approximately 17.9% of children in Cardiff's schools who are on the ALN register.



Do you agree with the proposed priorities for supporting young people with additional learning needs to access Welsh-medium education?

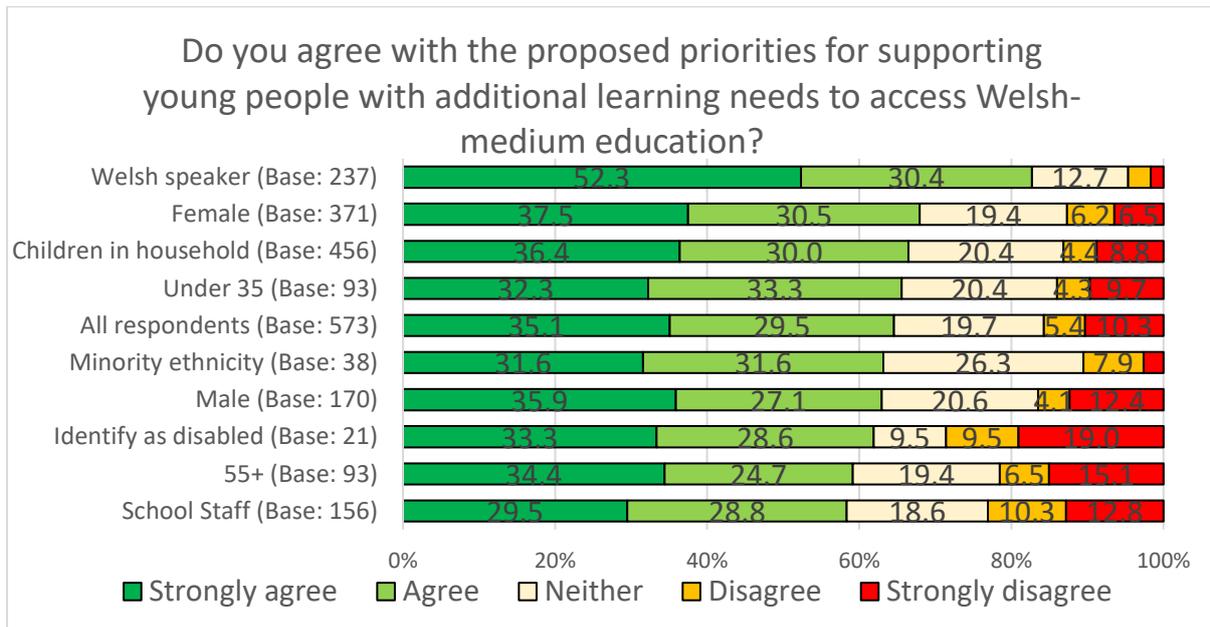
Almost two thirds (64.6%) of respondents agree with the proposed priorities for supporting young people with additional learning needs to access Welsh-medium education.

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Welsh Speakers once again recorded the highest agreement, with over four fifths (82.7%) from this group agreeing with the proposed priorities, this is 22.1 percentage points higher than that of the overall findings (64.6%).

School staff respondents and those aged 55+ were least likely to agree (58.3% and 59.1% respectively).



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Please tell us what is your understanding about how we provide for pupils with ALN in Welsh-medium education?

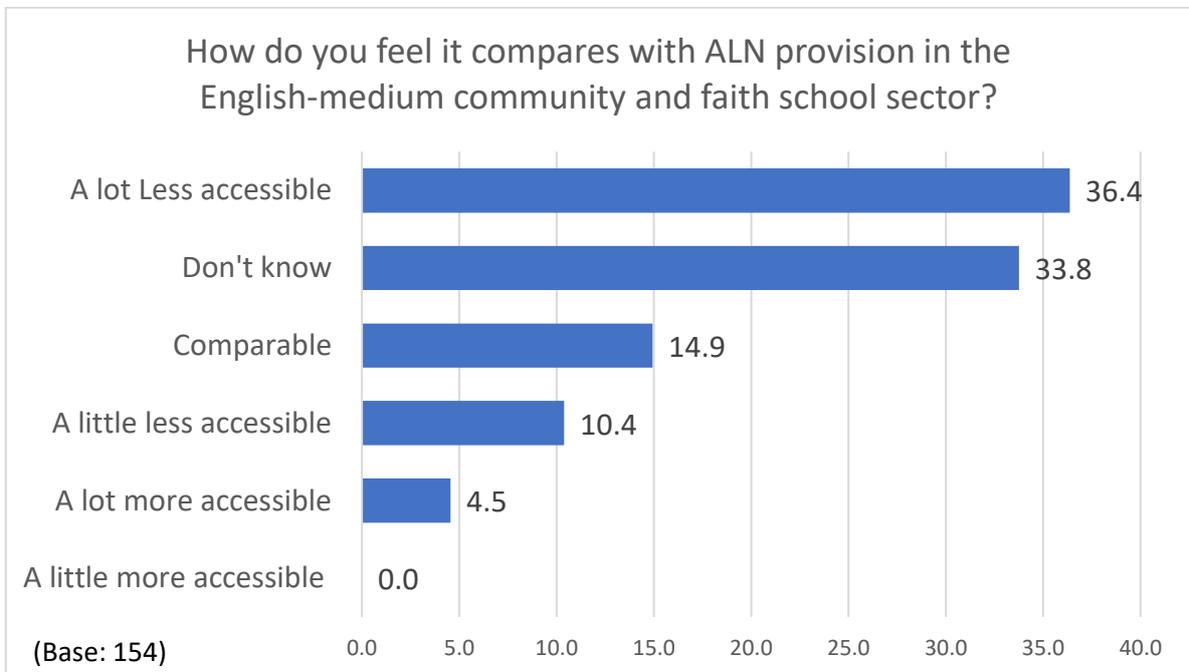
87 respondents, provided a response to their understanding of ALN provision in Welsh medium education, these were placed into 6 themes and are detailed below with example comments: -

Theme	No.	Example comments
Support could be better / Lack of resources	36	<ul style="list-style-type: none"> • "There is a unit at YGG Glantaf. The information given in the presentation is incorrect. There is insufficient resources for these children and significant financial input is required. This centre needs development first using their specialist knowledge. Ensuring that Welsh speaking young people have the same opportunities as those in English medium ALN provision." • " More specialists are needed to assess pupils in Welsh, more resources in Welsh and more ALN units across the County." • "I work with asylum seeking children including unaccompanied children. They speak neither English nor Welsh. There are currently no opportunities for them to learn Welsh and we must consider integration. I feel strongly that there should be Welsh language provision for them."
Not much knowledge	10	<ul style="list-style-type: none"> • "I do not have full knowledge of how you provide for pupils with additional needs - all children with additional needs should have those needs considered and support provided for them to learn and flourish in their learning."
One Language is enough to deal with	7	<ul style="list-style-type: none"> • "If families are Welsh speakers, then they can help their children with the language. A child with learning needs has enough to deal without having to learn a second language that has been forced on them."
Education should be provided regardless of any ALN	6	<ul style="list-style-type: none"> • "Children in Welsh medium schools who are a ALN are very often sent to English speak in schools. Many English-speaking schools feel that this is a bit of a copout from the Welsh speaking schools. In particular this is children with behaviour problems. This is common. Children who are autistic find Welsh particularly difficult. It is not fair to ask children with these needs to study Welsh."

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Costly Exercise / Little Benefits	3	<ul style="list-style-type: none"> "I don't know if there is enough need for a Welsh Medium special school in Cardiff or if there are enough specialist teachers/assistants. It seems a very expensive and unnecessary proposal."
Misc.	26	<ul style="list-style-type: none"> "I can only comment on High schools. Incidental Welsh is used, pictures in Welsh and English displayed. Word of the week." "My son is asd and struggled in Welsh medium education however is now a fluent Welsh speaker after moving to an English-speaking school."

How do you feel it compares with ALN provision in the English-medium community and faith school sector?



NB. Percentages do not total 100% as respondents could select multiple options

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How do you feel it could it be different to meet your expectations?

Respondents were then asked, 'How do you feel it could it be different to meet your expectations?'- 60 comments were received, when analysed resulted in 8 themes. Details of the themes and example comments are as follows: -

Theme	No.	Example comments
More support/ resources needed	33	<ul style="list-style-type: none">• "A specific ALN centre in Cardiff, where individual pupils could access support for certain days / part-days in the week."• " More resources available in Welsh - there is currently no dyslexia test available in Welsh - find it difficult to test a learner that I have in their mother tongue."

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		<ul style="list-style-type: none"> • "The Specialist Resource Bases at Glantaf and Pwll Coch are small and based in traditional classrooms. These facilities are not appropriate for our learners with complex needs whose families wish them to access Welsh medium education. The excellent staff at Glantaf's Specialist Resource Base work out of temporary classrooms and do not have regular access to large learning spaces such as sports halls. Their learners do not even have access to a sensory room. There are several special schools across the city that provide English medium provision with facilities such as swimming pools, soft play areas and therapy rooms. Our Welsh-medium learners have nothing. The Hafan at Pwll Coch is based in one classroom. At the very least the specialist resource bases need purpose-built buildings with facilities for the myriad of pupils that will come through the Welsh-medium sector with a diverse variety of complex medical and educational needs."
ALN should be fair/ full provision regardless of language	17	<ul style="list-style-type: none"> • "All ALN provision should be fair regardless of the medium delivered - these children need to use the language of their home for full support between the child, home and school." • "Understand that for some with ALN, learning through another language is not the best option but from what I have heard from friends, the Welsh-medium schools are quick to move the children out of the system. Perhaps this is because the help is just not there currently therefore prioritising and supporting those teaching those with ALN would be a starting point."
Not great support in Welsh medium	10	<ul style="list-style-type: none"> • " It seems that children with ALN in Welsh schools are encouraged to enrol at EM schools especially if they come from an English speaking household. The conclusion is that the children cannot cope with learning Welsh when the issue is not necessarily a language acquisition problem."
Don't know	5	<ul style="list-style-type: none"> • "I've only worked in English speaking schools and my children go to English speaking schools, so I don't know how different the ALN support is. It should be the same regardless of the language they speak."

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Additional language too much pressure	4	<ul style="list-style-type: none"> "I personally feel that learning through the medium of Welsh for many children with ALN, with the exception of those who are first language Welsh, adds an additional barrier to learning. Through my work I have come across children, particularly those with dyslexia and speech and language issues who have had to exit Welsh medium provision. Any additional support for those in Welsh medium I celebrate but would not encourage education through a second language."
Negative comments	2	<ul style="list-style-type: none"> "I don't think this proposal is acceptable. It would put our children at a disadvantage everywhere in the world unless they stay in Wales."
Welsh for Welsh speakers	1	<ul style="list-style-type: none"> "Do not allow children of non-Welsh speakers to learn through the medium of Welsh. They have no Welsh speaking/reading/understanding in their home environment."
Misc.	7	<ul style="list-style-type: none"> "There are too many variables which makes the outcome challenging in various school settings."

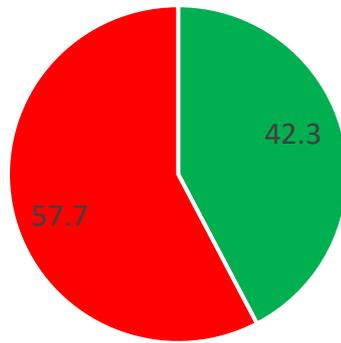
While this plan specifically relates to education, we recognise the value in young people having opportunities to experience and use Welsh beyond classroom settings. This supports building confidence in the language and ensuring it is inbuilt to Cardiff now and in the future.

Does your child/children access opportunities to experience and use Welsh beyond classroom settings currently?

Around two fifths (42.3%) of respondents have a child that currently accesses opportunities to experience and use Welsh beyond classroom settings.

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Does your child/children access opportunities to experience and use Welsh beyond classroom settings currently?

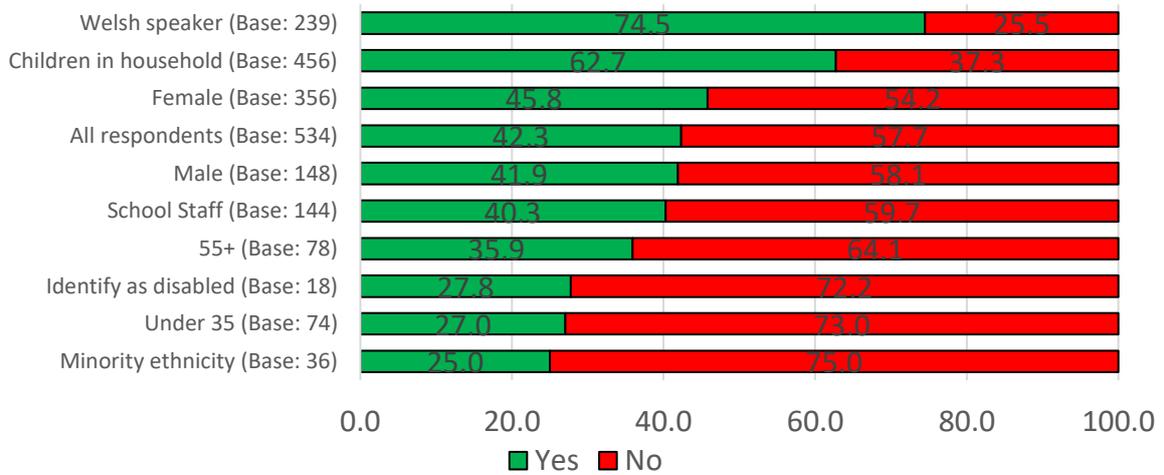


(Base: 534)

■ Yes ■ No

‘Welsh Speaker’ responses were three times as likely to have a child that currently has access opportunities to experience and use Welsh beyond the classroom setting when compared with Minority Ethnic responses (74.5% and 25.0% respectively).

Does your child/children access opportunities to experience and use Welsh beyond classroom settings currently?

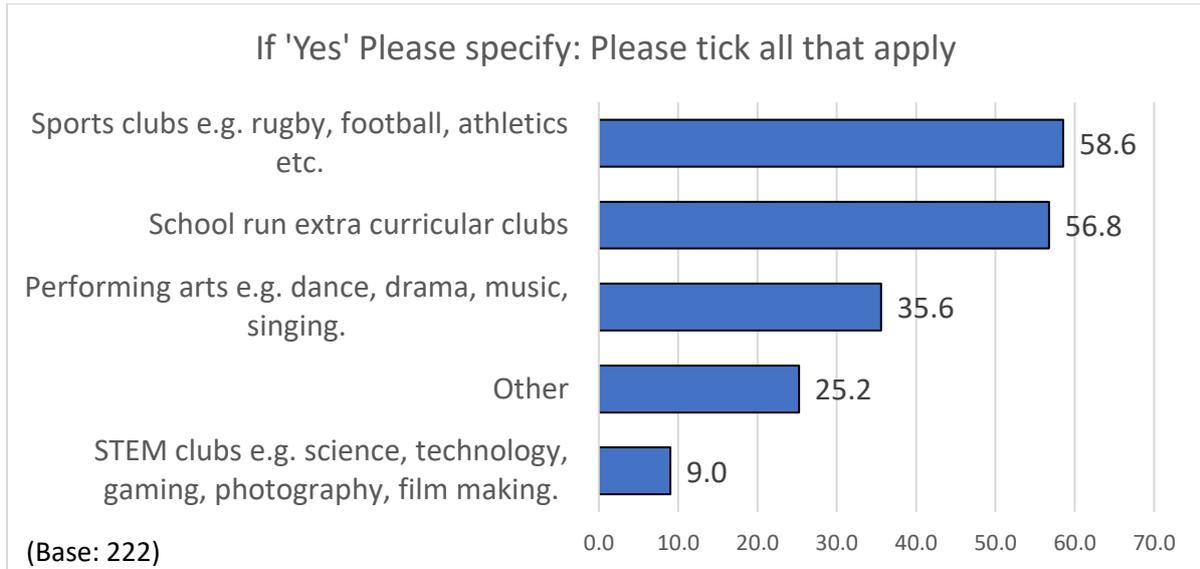


NB: - Caution should be taken with low base sizes.

Please specify:

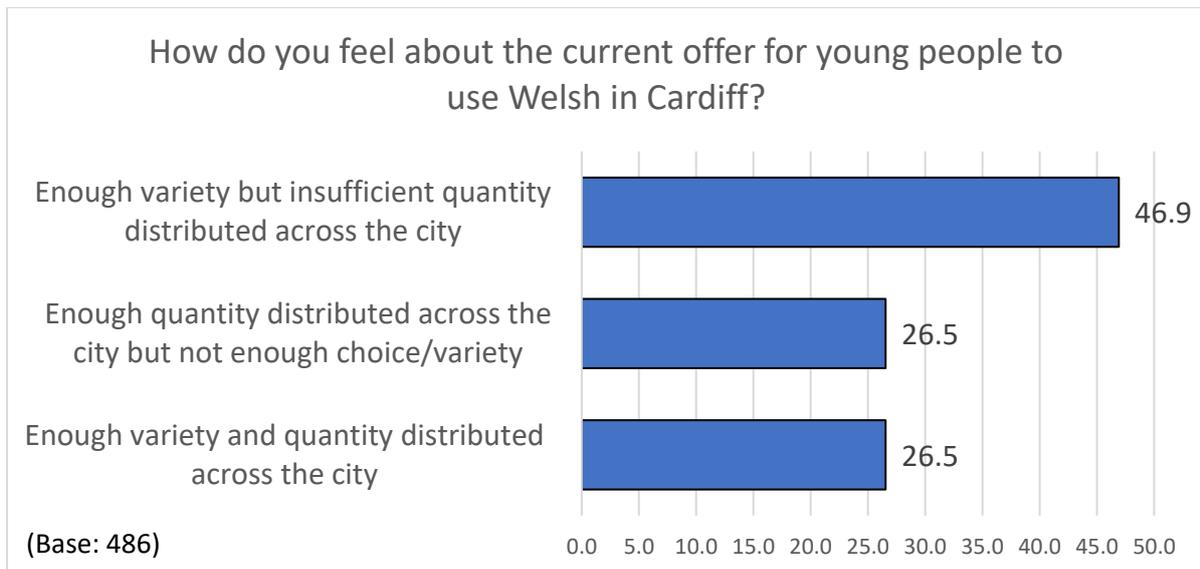
At a sports club (58.6%) was viewed as the most common place where children get to use Welsh beyond their classroom setting, this was followed by extra-curricular clubs (56.8%).

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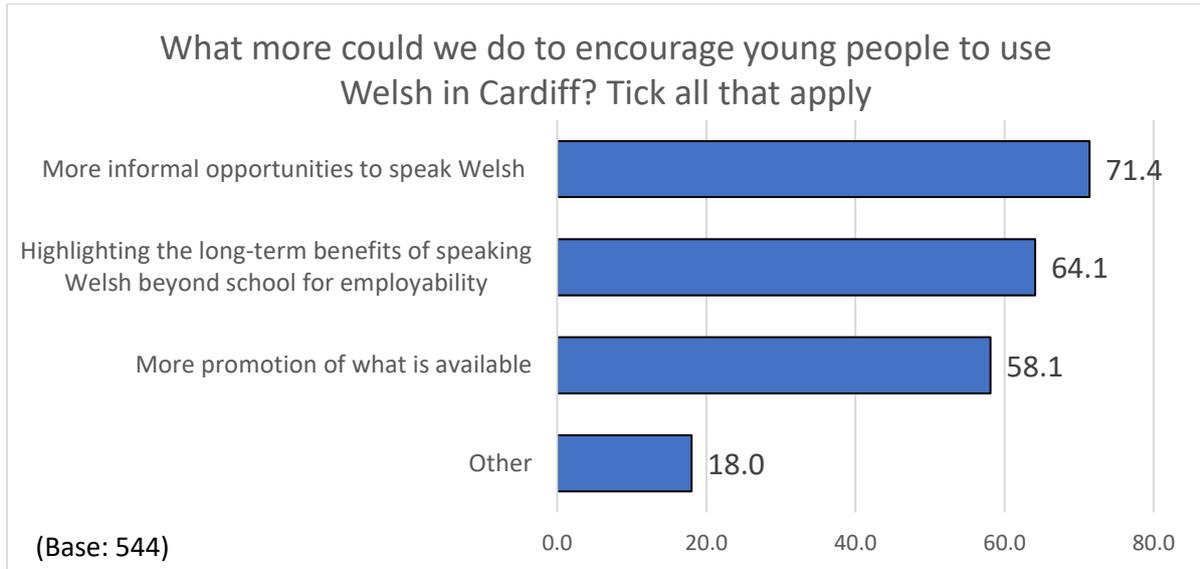
NB. Percentages do not total 100% as respondents could select multiple options

How do you feel about the current offer for young people to use Welsh in Cardiff?
Over two fifths (46.9%) of respondents feel there's enough variety but insufficient quantity distributed across the City.



What more could we do to encourage young people to use Welsh in Cardiff?
Respondents felt that the best way to encourage young people to use Welsh in Cardiff would be for '**More informal opportunities to speak Welsh**' (71.4%), this was followed by '**Highlighting the long-term benefits of speaking Welsh beyond school for employability**' (64.1%).

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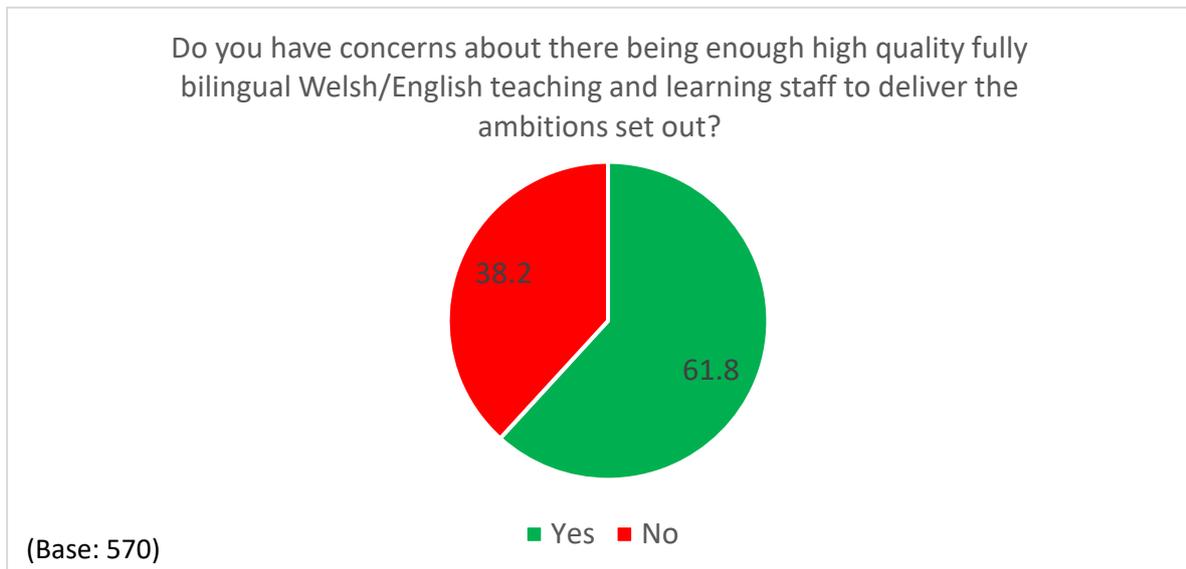


NB. Percentages do not total 100% as respondents could select multiple options

The continued development of the education workforce will be key to Cardiff reaching its ambitions for Welsh medium education in the capital.

Do you have concerns about there being enough high quality fully bilingual Welsh/English teaching and learning staff to deliver the ambitions set out?

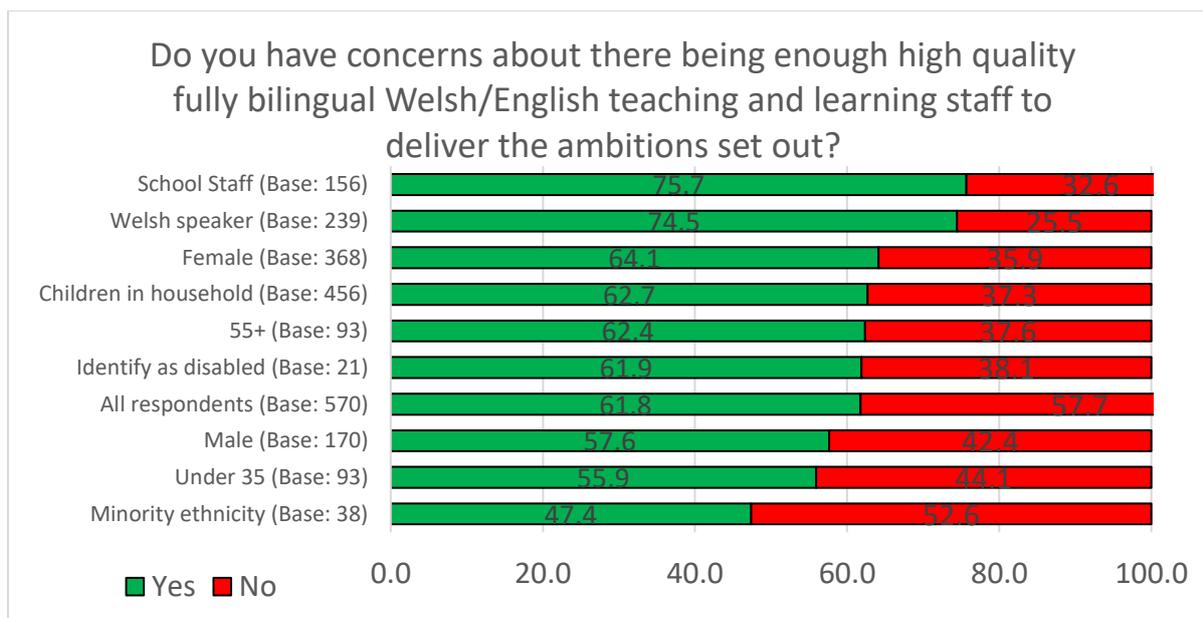
Around three in five (61.8%) respondents had concerns around there being enough high quality fully bilingual Welsh/English teaching and learning staff to deliver the ambitions set out.



Those concerns grew when viewed by 'School staff' and 'Welsh speakers' (75.7% and 74.5% respectively).

Minority ethnic and those aged under 35 were least likely to have concerns (47.4% and 55.9% respectively).

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NB: - Caution should be taken with low base sizes.

What do you think needs to change?

Respondents whom indicated they were concerned were asked 'What do you think needs to change?' – 238 comments were received, when analysed resulted in 17 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix C).

Theme	No.	%	Example comments
Better Training and CPD / Target students	75	31.5	<ul style="list-style-type: none"> • "Staff needs to have easy access for continuous learning and practice." • "More good quality training for school staff, not just listening to online." • "Train non-Welsh speakers to speak Welsh." • "Additional staff are needed, alternative routes (and current ones open to further subjects) to teach. Opportunities should be given to fully qualified staff within schools to further develop themselves via secondment roles." <ul style="list-style-type: none"> • "Encourage more A-level pupils to continue to study through the medium of Welsh in Higher Education." • "Targeting education students that can speak Welsh and offer training to raise them to the necessary standard."
Recruit Welsh	54	22.7	<ul style="list-style-type: none"> • "Encourage more Welsh speakers to become

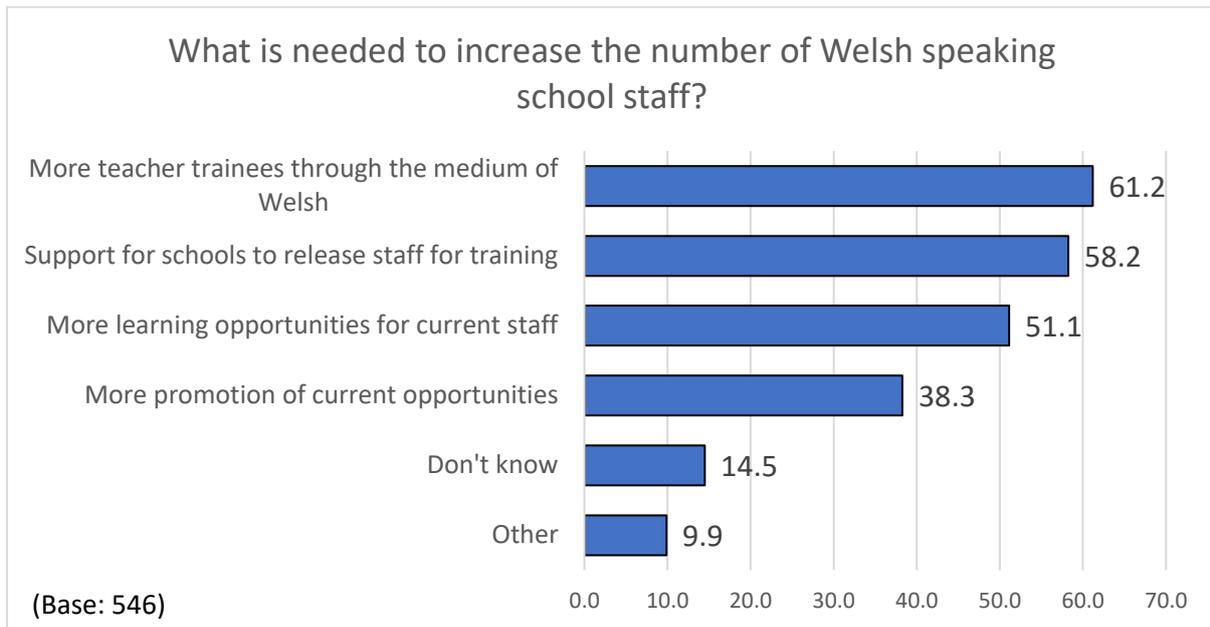
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Speakers			<p>teachers."</p> <ul style="list-style-type: none"> • "Need more Welsh speaking teachers and this starts from ensuring a pipeline goes into this profession from high school." • "I think there should be a minimum number of bilingual teaching staff in all schools." • "More teachers of Welsh as a 2nd language are urgently needed. Without this schools would be forced to reduce the number of hours for Welsh provision." • "More Welsh speaking staff." • "More Welsh medium teachers in Science subjects."
More Staff / Teacher shortage	52	21.8	<ul style="list-style-type: none"> • "There is already a shortage of teachers in both Welsh and English medium across Wales. This is particularly acute in Welsh medium - especially in STEM and modern foreign languages. I would suggest better pay and conditions for all teachers but would be opposed to any particular incentives for Welsh speakers as this would be unfair." • "I don't think there is currently enough staff to do this." • "Insufficient teaching staff." • "More staff are required especially in Welsh medium schools at the younger age groups where children aren't all bilingual." • "Need more and better quality of teachers."

What is needed to increase the number of Welsh speaking school staff?

Around three in five (61.2%) respondents would like to see 'More teacher trainees through the medium of Welsh' this was followed by 'Support for school to release staff for training' (58.2%) and 'More learning opportunities for current staff' (51.1%).

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NB. Percentages do not total 100% as respondents could select multiple options

Do you have any further comments on The Welsh in Education Strategic Plan?

Respondents were then asked if there were any further comments to make on the strategic plan - 183 comments were received, when analysed resulted in 24 themes. Details of the top three themes and example comments are as follows: - (A full list of themes with example comments can be seen in Appendix D).

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Theme	No.	%	Example comments
Personal Choice	44	24.0	<ul style="list-style-type: none"> • "Choice is key. Don't enforce as you'll turn people off." • "Stop forcing it. Great for some to have that option but don't take away from those who don't." • "Whilst I have chosen Welsh medium education for my children, it is not right for everyone. The increase in provision should only be made if there is demand for it." • "I feel that Welsh should not be forced on our young children to learn. If they wish to learn it then it should be their choice. Just like French/ Spanish or any other language. We live in the UK and as such our first language should be English." • "Yes, I don't think forcing children into Welsh medium learning if the parents can't support them, is the right approach. I think it's back to front. Yes, all children should learn Welsh alongside English, but the government should be funding adult Welsh learning (it's currently far too expensive) and also give incentives for adults to learn - some kind of reward if at least one adult in a household can speak or is learning Welsh. Children learn to value a language by speaking it with a parent. If the parents don't speak it at home, or worse still denigrate it, the child will see it as unnecessary, and their academic learning will be greatly impaired." • "Because Welsh is compulsory in schools the pupils hate it. By year 9 they know what they like and don't like. If a student isn't very good academically, they will really struggle, and that struggle will be carried with them into the world of work. You need to give pupils the option of wanting to learn the language. That way they will enjoy it and benefit from it instead of forcing it on them and they then resent it."
Negative comments	32	17.5	<ul style="list-style-type: none"> • "Reduce the teaching of Welsh and put the schooling time to better use." • "Please abandon this discriminatory plan. Everyone speaks English and to penalise those who don't speak Welsh is to make us aliens in our own land. Please desist."

			<ul style="list-style-type: none"> • "Waste of money when education in Wales is behind other countries." • "A white elephant exercise in box ticking regardless of its detriment to education." • "Stop brainwashing the young. You can't win the with older and wiser so why turn to the young? Let the language survive on its merits and not because some idealists think it should be saved. You waste our money." • "The money being ploughed into this is ridiculous! Pupils struggle with the basics in English, school budgets are depleting yet money is being thrown at Welsh education. If Welsh medium primary schools were bursting at the seams, then fair enough but they aren't!"
Approach divisive	30	16.4	<ul style="list-style-type: none"> • "I am a white middle class parent. My number one issue with my son's Welsh medium education is that it is almost 100% white in pupil demographic. I feel this is a tragic issue in a diverse and well-integrated city. This is ignored as far as I can tell by all promotion of Welsh." • "This plan is not inclusive of older people who would find it difficult to learn a new language. Making Welsh a requirement in jobs/education is not a good idea. It is all well and good to say 'well, you could learn' or 'we have free courses', but it simply is not possible for some since they either, may not have the time or mental capacity to learn." • "Do not close current English primary schools. Train and fund the current schools. Cardiff is a diverse city you are going to exclude so many families. It's good you've mentioned the ALN aspect, but the EAL aspect needs to be addressed also. The mobility of certain cultures means a full Welsh language school is understandably less appealing." • "This drive seems very political and appears to be forcing this on children and young persons. Cardiff is multi-cultural, and many families originated from the west of England, so not native Welsh speakers, there is a danger that this may cause division."

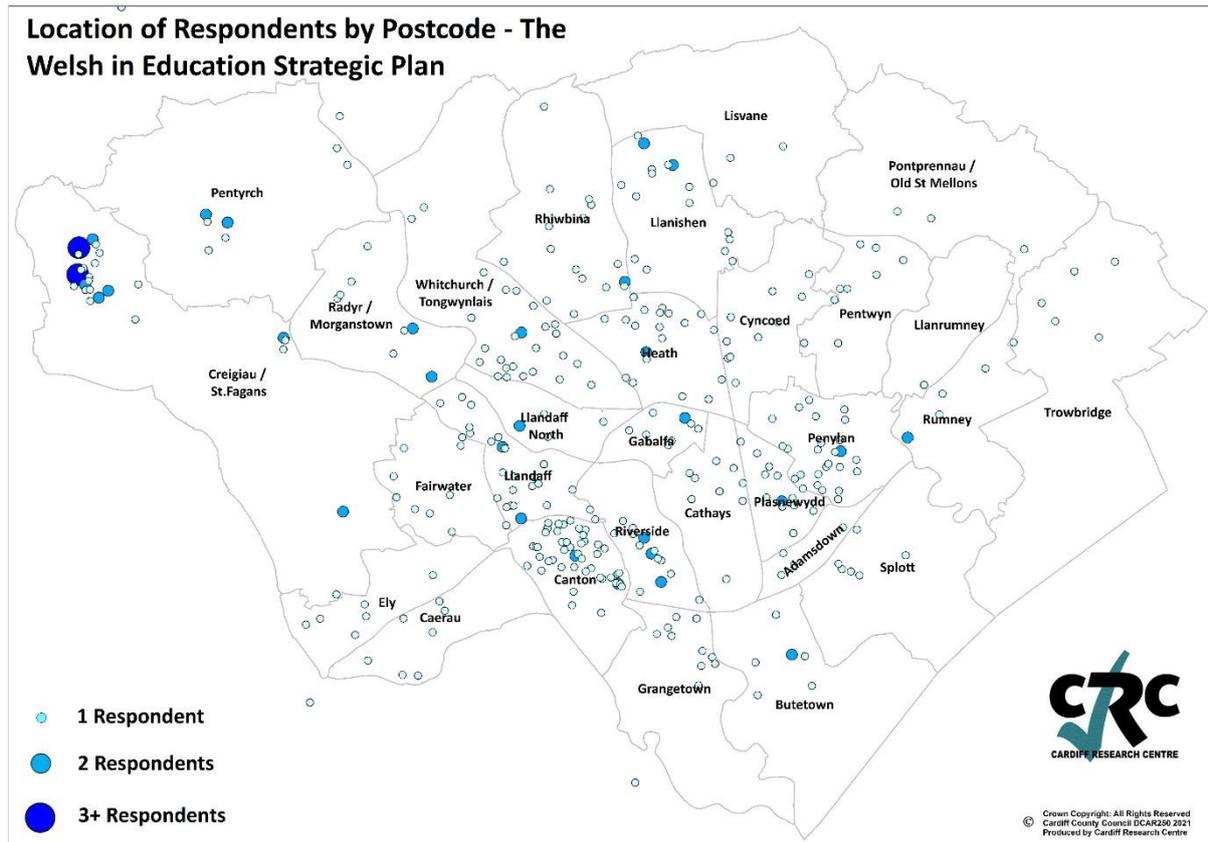
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			<ul style="list-style-type: none">• "It is very divisive. There is no consultation and there is no discussion. If you object you are attacked and bullied online and on the streets. It is a nationalist juggernaut which trundles along, and the silent majority of people have stopped asking why? It is the treason of the blue books in reverse. The language is being forced on people and any hope of enjoyment is crushed. Very sad. The do you consider yourself Welsh? question kind of sums it all up."
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About You

Please provide your postcode below to allow us to more accurately pinpoint respondents' views and needs by area: -

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What was your age on your last birthday?

	No.	%
Under 16	4	0.7
16-24	8	1.4
25-34	83	14.2
35-44	210	36.0
45-54	168	28.8
55-64	66	11.3
65-74	22	3.8
75+	6	1.0
Prefer not to say	16	2.7
Total Respondents	583	100.0

Are you...?

No.	%
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Male	173	29.7
Female	381	65.5
Other	2	0.3
Prefer not to say	26	4.5
Total Respondents	582	100.0

Do you identify as Trans?

	No.	%
Yes	3	0.5
No	532	93.3
Prefer to self-describe	4	0.7
Prefer not to say	31	5.4
Total Respondents	570	100.0

Do any children live in your household?

	No	%
No children	158	27.7
Yes, under 5 years old (pre-school)	107	18.7
Yes, aged 5 - 11 (primary school)	229	40.1
Yes, aged 11 - 16 (secondary school)	185	32.4
Yes, aged 16 - 18 in full-time education, or working	61	10.7
Yes, aged 16 - 18 but not in full time education or working	11	1.9
Total Respondents	571	100.0

Do you identify as a disabled person?

	No.	%
Yes	22	3.8
No	532	91.9
Prefer not to say	25	4.3
Total Respondents	579	100.0

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Please tick any of the following that apply to you:

	No.	%
Long-standing illness or health condition (e.g., cancer, diabetes, or asthma)	52	43.7
Mental health difficulties	18	15.1
Mobility impairment	11	9.2
Deaf / Deafened / Hard of hearing	14	11.8
Visual impairment	4	3.4
Learning impairment/ difficulties	6	5.0
Wheelchair user	1	0.8
Prefer not to say	28	23.5
Other	3	2.5
Total Respondents	119	-

Do you regard yourself as belonging to any particular religion?

	No.	%
No, no religion	372	64.8
Christian (Including Church in Wales, Catholic, Protestant and all other Christian denominations)	179	31.2
Muslim	8	1.4
Buddhist	0	0.0
Jewish	2	0.3
Hindu	1	0.2
Sikh	0	0.0
Prefer not to answer	9	1.6
Other	3	0.5
Total Respondents	574	100.0

How would you describe your Welsh language skills?

	No.	%
Fluent	199	34.2
Moderate	56	9.6

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Basic	122	21.0
Learner	88	15.1
None	117	20.1
Total Respondents	582	100.0

Do you consider yourself to be Welsh?

	No.	%
Yes	480	82.6
No	101	17.4
Total Respondents	581	100.0

What is your ethnic group?

Where the term 'British' is used, this refers to any of the four home nations of Wales, England, Northern Ireland and Scotland, or any combination of these.

	No.	%
White - Welsh/English/Scottish/Northern Irish/British	517	89.4
Prefer not to say	21	3.6
White - Any other white background	10	1.7
Mixed/Multiple Ethnic Groups - Any other	5	0.9
White - Irish	4	0.7

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Asian/Asian Welsh/British – Pakistani	4	0.7
Mixed/Multiple Ethnic Groups - White & Asian	3	0.5
Black/African/Caribbean/Black Welsh/British – Caribbean	3	0.5
Any other ethnic group (please specify)	3	0.5
Asian/Asian Welsh/British - Indian	2	0.3
Mixed/Multiple Ethnic Groups - White and Black Caribbean	2	0.3
Arab	1	0.2
Asian/Asian Welsh/British - Bangladeshi	1	0.2
Black/African/Caribbean/Black Welsh/British - African	1	0.2
Mixed/Multiple Ethnic Groups - White and Black African	1	0.2
Asian/Asian Welsh/British - Any other	0	0.0
Total Respondents	578	100.0

Appendix A

WESP Consultation

	Under 35	55+	Female	Male	Minority ethnicity	Identify as disabled	Welsh speaker	Children in household	All respondents	School Staff
More nursery children/ three-year olds receive their education through the medium of Welsh.	4.4	4.7	4.4	5.1	4.7	4.2	4.9	4.6	4.6	4.2
More reception class children/ five-year olds receive their education through the medium of Welsh.	4.1	4.4	4.0	4.7	4.4	4.3	4.5	4.3	4.2	4.0
More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.	4.0	4.3	4.2	3.9	4.3	4.4	3.8	4.2	4.2	4.0
More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.	3.0	2.8	2.7	2.9	2.9	2.9	2.8	2.7	2.8	2.9
More opportunities for learners to use Welsh in different contexts in school.	4.6	4.4	4.4	4.0	4.0	4.5	4.0	4.2	4.3	4.3
An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN)	3.3	2.6	3.4	3.1	3.3	3.4	3.1	3.4	3.3	3.5
Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh	4.8	5.0	5.1	4.5	4.8	4.9	5.1	5.0	4.9	5.3

Appendix B

WESP Consultation

Theme	No.	%	Example comments
Better promotion of language	12	13.3	<ul style="list-style-type: none"> • "Promote benefits, better paid jobs for linguists, more opportunities." • "Emphasise that Welsh gives people an advantage in the workplace in business and the world beyond education."
More Welsh lessons/ courses	12	13.3	<ul style="list-style-type: none"> • "More quality training and support for teachers to learn Welsh. Free Welsh courses for all teachers." • "A Welsh College in Cardiff."
More inclusive approach	11	12.2	<ul style="list-style-type: none"> • "More needs to be done to engage to C2DE and BAME populations, it is seen as a White/MC option." • "A more inclusive Welsh speaking community who welcome integration, rather than promote segregation."
More Support	10	11.1	<ul style="list-style-type: none"> • "Perhaps offer free Welsh language courses to parents who choose Welsh medium as a school choice?" • "Learning packs that could be sent home with easy access materials for parents and children."
More opportunities to use language	10	11.1	<ul style="list-style-type: none"> • "More free leisure activities through the medium of Welsh outside school." • "More opportunity to use and study Welsh and through the medium of Welsh in Cardiff's English-medium schools."
More nursery places	9	10.0	<ul style="list-style-type: none"> • "More preschool Welsh nurseries provided."
Make all schools bilingual	9	10.0	<ul style="list-style-type: none"> • "Why can't schools in Wales be truly bilingual? e.g., English in the morning, Welsh in the afternoon."
More staff / training for staff	8	8.9	<ul style="list-style-type: none"> • "Employing staff that are multilingual, to support children with other language backgrounds."
Make it mandatory / Only open Welsh medium schools	7	7.8	<ul style="list-style-type: none"> • "Only open Welsh-medium schools from now on, ensure Welsh-medium education by default."
Personal Choice	4	4.4	<ul style="list-style-type: none"> • "Stop forcing the language on people. Choosing to do something is far better than being made to."
Approach divisive	4	4.4	<ul style="list-style-type: none"> • "No Welsh schools. No English school. Truly Bilingual schools. The current system is divisive."
Location	3	3.3	<ul style="list-style-type: none"> • "Site Welsh schools closer to home. We have significantly longer travel to Welsh school than

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			English."
Share resources between Welsh / English schools	2	2.2	<ul style="list-style-type: none"> • "Train teachers in EM schools in how to teach Welsh to encourage Welsh speakers in EM schools."
Signage	1	1.1	<ul style="list-style-type: none"> • "Less, Welsh is not commonly used in the Welsh capital, and bilingual signage confuses visitors."
Misc.	9	10.0	<ul style="list-style-type: none"> • "Welsh faith schools?"

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

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Theme	No.	%	Example comments
<p>Better Training and CPD / Target students</p>	<p>75</p>	<p>31.5</p>	<ul style="list-style-type: none"> • "Staff needs to have easy access for continuous learning and practice." • "More good quality training for school staff, not just listening to online." • "Train non Welsh speakers to speak Welsh." • "Additional staff are needed, alternative routes (and current ones open to further subjects) to teach. Opportunities should be given to fully qualified staff within schools to further develop themselves via secondment roles." • " Encourage more A-level pupils to continue to study through the medium of Welsh in Higher Education." • " Targeting education students that can speak Welsh, and offer training to raise them to the necessary standard."
<p>Recruit Welsh Speakers</p>	<p>54</p>	<p>22.7</p>	<ul style="list-style-type: none"> • "Encourage more Welsh speakers to become teachers." • "Need more Welsh speaking teachers and this starts from ensuring a pipeline goes into this profession from high school." • "I think there should be a minimum number of bilingual teaching staff in all schools." • "More teachers of Welsh as a 2nd language are urgently needed. Without this schools would be forced to reduce the number of hours for Welsh provision." • "More Welsh speaking staff." • "More Welsh medium teachers in Science subjects."
<p>More Staff / Teacher shortage</p>	<p>52</p>	<p>21.8</p>	<ul style="list-style-type: none"> • "There is already a shortage of teachers in both Welsh and English medium across Wales. This is particularly acute in Welsh medium - especially in STEM and modern foreign languages. I would suggest better pay and conditions for all teachers but would be opposed to any particular incentives for Welsh speakers as this would be unfair." • "I don't think there is currently enough staff to do this." • "Insufficient teaching staff." • "More staff are required especially in Welsh medium schools at the younger age groups where children aren't all bilingual." • "Need more and better quality of teachers."

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<p>Build confidence to use language / provide more opportunities everyday use</p>	<p>32</p>	<p>13.4</p>	<ul style="list-style-type: none"> • "Further support for all but particularly those who have Welsh language skills but do not have the confidence and practice to use those skills in the classroom." • "More training of those who are Welsh speakers but not confident about using in a work setting." • "Encourage the staff who can and provide skills to use the language outside the workplace."
<p>Better promotion of Teaching career</p>	<p>30</p>	<p>12.6</p>	<ul style="list-style-type: none"> • "Teaching careers through the medium of Welsh need to be promoted and support offered to those who want to follow such opportunities." • "Encourage more pupils to consider education as a successful career." • "Ensure that the learning profession is attractive, and that working conditions are favourable so that skilled staff don't leave the profession."
<p>Better working conditions</p>	<p>24</p>	<p>10.1</p>	<ul style="list-style-type: none"> • "There is already a shortage of teachers in both Welsh and English medium across Wales. This is particularly acute in Welsh medium - especially in STEM and modern foreign languages. I would suggest better pay and conditions for all teachers but would be opposed to any particular incentives for Welsh speakers as this would be unfair." • "The profession needs to be made more attractive to attract and retain staff. This is not just pay but working conditions - the pressures of work and accountability processes of the middle tier are too much." • "More pay to attract new teachers."
<p>More support</p>	<p>23</p>	<p>9.7</p>	<ul style="list-style-type: none"> • "More support within secondary schools. More immersion work to improve the standard of Welsh for older children." • "Further teacher training and support for schools to release staff to undertake intensive / long-term training." • "Support teachers to ensure that less leave the profession."
<p>Incentivise teacher training</p>	<p>22</p>	<p>9.2</p>	<ul style="list-style-type: none"> • "Incentives for individuals who are interested in teaching to undergo their teaching qualification and employment through the medium of Welsh." • "Financial incentives for students considering becoming teachers." • "More financial incentives for people to train as educators"

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Lower expectations / recruitment / targets	16	6.7	<ul style="list-style-type: none"> • "There needs to be less targets which are meaningless and more understanding of what parents and children require." • "Lower the expectations of what a fully bi lingual teacher is. Stop teaching maths and science in Welsh. Have a more mixed blend of English and Welsh speaking and learners in every school."
Better teachers	12	5.0	<ul style="list-style-type: none"> • "Better teachers." • "Need more and better quality of teachers."
More Welsh lessons	11	4.6	<ul style="list-style-type: none"> • "More specifically Welsh lessons from early stages in all schools." • "Free Welsh for adults/teachers lessons."
Negative comments	7	2.9	<ul style="list-style-type: none"> • "More transparency from the get go. Most agenda sounds exclusively Welsh not bilingual."
Change curriculum	5	2.1	<ul style="list-style-type: none"> • "I think the emphasis should be on developing literacy skills not focusing on Welsh language."
More Welsh Medium Schools	5	2.1	<ul style="list-style-type: none"> • "Continued increase in provision and expanding the secondary provision in the south of the city."
More resources for English Medium schools	4	1.7	<ul style="list-style-type: none"> • "Money needs to be put into English medium primaries than then just building Welsh medium schools!"
ALN concerns	4	1.7	<ul style="list-style-type: none"> • "More training, probably. It is very odd to hear a Welsh teacher complaining about mutations when she's not always correct and we hear and see many other teachers' mistakes ("o golau" "mae nhw."). People who help children with additional needs need to know what is needed in order to help."
Misc.	30	12.6	<ul style="list-style-type: none"> • "Surely it's all down to supply and demand?" • "As a non-Welsh speaker who is a teacher, where do I fit?" • "The teacher recruitment crisis needs to be addressed particularly in less popular subjects. This needs to happen at the highest level of Welsh Government. There needs to be a robust strategy."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.

Appendix D

Theme	No.	%	Example comments
Personal Choice	44	24.0	<ul style="list-style-type: none"> • "Choice is key. Don't enforce as you'll turn people off." • "Stop forcing it. Great for some to have that option but don't take away from those who don't." • "Whilst I have chosen Welsh medium education for my children, it is not right for everyone. The increase in provision should only be made if there is demand for it." • "I feel that Welsh should not be forced on our young children to learn. If they wish to learn it then it should be their choice. Just like French/ Spanish or any other language. We live in the UK and as such our first language should be English." • "Yes, I don't think forcing children into Welsh medium learning if the parents can't support them, is the right approach. I think it's back to front. Yes, all children should learn Welsh alongside English, but the government should be funding adult Welsh learning (it's currently far too expensive) and also give incentives for adults to learn - some kind of reward if at least one adult in a household can speak or is learning Welsh. Children learn to value a language by speaking it with a parent. If the parents don't speak it at home, or worse still denigrate it, the child will see it as unnecessary, and their academic learning will be greatly impaired." • "Because Welsh is compulsory in schools the pupils hate it. By year 9 they know what they like and don't like. If a student isn't very good academically, they will really struggle and that struggle will be carried with them into the world of work. You need to give pupils the option of wanting to learn the language. That way they will enjoy it and benefit from it instead of forcing it on them and they then resent it."
Negative comments	32	17.5	<ul style="list-style-type: none"> • "Reduce the teaching of Welsh and put the schooling time to better use." • "Please abandon this discriminatory plan. Everyone speaks English and to penalise those who don't speak Welsh is to make us aliens in our own land. Please desist." • "Waste of money when education in Wales is behind other countries."

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			<ul style="list-style-type: none"> • "A white elephant exercise in box ticking regardless of its detriment to education." • "Stop brainwashing the young. You can't win the with older and wiser so why turn to the young? Let the language survive on its merits and not because some idealists think it should be saved. You waste our money." • "The money being ploughed into this is ridiculous! Pupils struggle with the basics in English, school budgets are depleting yet money is being thrown at Welsh education. If Welsh medium primary schools were bursting at the seams, then fair enough but they aren't!"
Approach divisive	30	16.4	<ul style="list-style-type: none"> • "I am a white middle class parent. My number one issue with my son's Welsh medium education is that it is almost 100% white in pupil demographic. I feel this is a tragic issue in a diverse and well-integrated city. This is ignored as far as I can tell by all promotion of Welsh." • "This plan is not inclusive of older people who would find it difficult to learn a new language. Making Welsh a requirement in jobs/education is not a good idea. It is all well and good to say 'well, you could learn' or 'we have free courses', but it simply is not possible for some since they either, may not have the time or mental capacity to learn." • "Do not close current English primary schools. Train and fund the current schools. Cardiff is a diverse city you are going to exclude so many families. It's good you've mentioned the ALN aspect, but the EAL aspect needs to be addressed also. The mobility of certain cultures means a full Welsh language school is understandably less appealing." • "This drive seems very political and appears to be forcing this on children and young persons. Cardiff is multi-cultural and many families originated from the west of England, so not native Welsh speakers, there is a danger that this may cause division." • "It is very divisive. There is no consultation and there is no discussion. If you object you are attacked and bullied online and on the streets. It is a nationalist juggernaut which trundles along, and the silent majority of people have stopped asking why? It is the treason of the blue books in reverse. The language is being forced on people and any hope of enjoyment is crushed. Very sad. The do you consider yourself Welsh? question kind of sums it all up."

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<p>Waste of resources</p>	<p>29</p>	<p>15.8</p>	<ul style="list-style-type: none"> • "What a waste of money. Welsh is not a commercial language outside of Wales or with in Wales." • "Too much emphasis is being given to Welsh language education. The time and resources spent on this could be usefully redeployed to key skills such as Maths, Science and English." • "I am worried that money is being wasted on something that is not required."
<p>More pressing priorities</p>	<p>24</p>	<p>13.1</p>	<ul style="list-style-type: none"> • "Use funding for priority projects. At this time this is not a priority." • "At the moment we can see in schools that a lot of children are below their average reading levels in English. I think this needs to be a priority to develop this, then work on developing the Welsh language numbers." • "When children in Wales are behind children in other nations it seems ludicrous to spend money in this way instead of getting the basics correct."
<p>Concerns career prospects</p>	<p>23</p>	<p>12.6</p>	<ul style="list-style-type: none"> • "I believe that studying the Welsh language beyond the point of GCSE options is wrong! Very few of the kids go on to be Welsh speakers and so I feel it is of little advantage to them. It would be better to free up an option so that they can study a subject that stimulates or provides them with a path or advantage towards their chosen career or path of study." • "Because Welsh is compulsory in schools the pupils hate it. By year 9 they know what they like and don't like. If a student isn't very good academically, they will really struggle and that struggle will be carried with them into the world of work. You need to give pupils the option of wanting to learn the language. That way they will enjoy it and benefit from it instead of forcing it on them and they then resent it." • "I am concerned that it will reduce opportunities for young people if they choose to study or work outside Wales. I am very glad my daughter left before any of this was implemented. A lot of my concerns are from having had a student on work experience who had had only Welsh medium education up to age 16 and then started an English medium health studies course in a college in Cardiff. She wasn't used to writing formally in English and was writing essays in Welsh and translating them. Bizarrely, she was obliged to attend weekly Welsh classes which were doing basic greetings, colours etc - obviously she knew all this - but also why did any of the other students need to learn such basic stuff when they

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			would all have had to take Welsh GCSE the previous year? More honesty is needed re this strategy and less box ticking."
More needed	22	12.0	<ul style="list-style-type: none"> • "Needs to go further so further generations don't miss out on their language and cultural heritage as I have." • "Please do more to help adults like myself who have a base in Welsh and work in schools but have no opportunity to improve or become fluent. It such a shame that it seems all aimed at students and they have far too few role models." • "More ambition is needed. The target for pupils studying in Welsh needs to be higher. More teachers needed. More Welsh medium Schools are needed. This shouldn't be driven by perceived demand rather this should be driving demand. 'Build it and they will come'.
Equal standing for both languages / Schools	21	11.5	<ul style="list-style-type: none"> • "Everyone should have the opportunity to study Welsh if they want to, but I think there should be fairer allocation of funds to all schools regardless of language." • "A balance is needed in terms of supporting the capital's Welsh-medium schools, and secondary schools in particular, by improving built resources. Many of the capital's English-medium secondary schools have been given new buildings, and that is a good thing, through the twenty-first century schools programme. But if I were a parent who was unsure about choosing Welsh or English secondary education for my children, I would consider the resources and buildings that different schools have when deciding, and, at the moment, the English-medium secondary schools are a much more attractive option. Parents want their children to have a positive and rewarding educational experience, and buildings and resources and equipment are a key part of that."

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			<ul style="list-style-type: none"> • "Priority should be made to support literacy and numeracy skills regardless of which medium education is in."
Teacher Shortage / better quality	21	11.5	<ul style="list-style-type: none"> • "We need teachers who can deliver Welsh second language." • "Promote/market the training colleges and raise the profile of the rapidly developing staffing crisis in the different stages in Welsh medium." • "It's an excellent plan but it's not deliverable without Welsh speaking teachers."
More everyday use/ learning opportunities	20	10.9	<ul style="list-style-type: none"> • "Training for non-speakers to learn. Rather than just employing Welsh speakers. Allows staff to learn via training who want to learn Welsh." • "Lack of after school clubs or AFFORDABLE groups/activities in GENERAL. Let alone in medium of Welsh/bilingual. Please bring back more after-school provision - especially in areas where youth clubs, community centres and any classes are held - e.g., Pentwyn." • "Open more residential centres for people to learn Welsh and make it affordable. Children need to attend more than 1 trip to Llangrannog in their secondary education to enhance their learning. Residential trips should be annual and low cost."
			<ul style="list-style-type: none"> • "Questionable objectives with little in terms of tangible benefits promoted by vested interests."

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<p>Target seems stretching / questionable</p>	<p>19</p>	<p>10.4</p>	<ul style="list-style-type: none"> • "The trajectory document (Appendix 2) is useful, thorough and valuable. That is not reflected in the CSCA's strategy. Known schemes are referred to such as Plasdŵr, but only a few suggestions otherwise. e.g., a suggestion that a secondary school may come as part of the new Local Development Plan but no details of which schools would feed that school. Priority is given to the Plasdŵr dual school model without explaining why, while the government's WESP guidelines say that the immersion model is best at creating Welsh speakers! The success of the Plasdŵr experiment (creating new speakers from the English stream) will not really be known until the end of this WESP period - so it's strange to be gambling so much on that. There is no discussion at all on developing the English sector (other than the new Curriculum). Where are the proposals to move schools along the continuum? The demographics suggest that the surplus school places will be in the English medium sector over the next few years, and possibly that will require reorganisation – yet no discussion or suggestion in the WESP of the possibilities and opportunities that could arise from that. 15-minute neighbourhoods is an ambition - but some parts of Cardiff are far from being able to boast Welsh-medium education within a 15-minute walk - particularly areas of deprivation - where Welsh-medium education can help in that fight to tackle poverty. Some of these areas have the highest population density but the lowest number of Welsh speakers – here are areas of great potential to grow the language, but no discussion in the WESP. As it stands the WESP (..?)."
<p>Other languages spoken in Cardiff</p>	<p>11</p>	<p>6.0</p>	<ul style="list-style-type: none"> • "I don't agree with it. It is short sighted and undemocratic when you look at the break down of languages spoken in Cardiff." • "Abort the plan. Far better to promote other well used international languages such as French, German and Spanish. Strategy is completely wrong."
<p>Other languages more beneficial</p>	<p>10</p>	<p>5.5</p>	<ul style="list-style-type: none"> • "I think it's a waste of money to enforce this. It should be the choice of parents to make when children start school A language that can be used in Europe and beyond should be taught from entry level At nursery such as Spanish."

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			<ul style="list-style-type: none"> "I would rather more opportunities in school that are free to parents (i.e., music lessons) and life skill lessons rather than pushing the Welsh language on English speaking children/parents in English medium schools. If we wanted our child to have an increased knowledge of the Welsh language, we would have chosen Welsh medium education. Other international languages like French, Spanish and German would be of more interest to us for our child's education. The Welsh language is only used in Wales!"
More support for English Medium teachers / training	9	4.9	<ul style="list-style-type: none"> "If you really want a bilingual Cardiff, we need to get Welsh being spoken and used as a medium for instruction in schools. Students tend to partition and rank subjects and to be honest in English medium schools' Welsh ranks pretty low! I m a proud supporter of the Welsh language and Welsh independence but we need to improve the use of Welsh in English medium schools. Get Welsh speaking teachers into English medium schools so secondary school age learners start to see Welsh used out of Welsh lessons."
Should be an organic process	8	4.4	<ul style="list-style-type: none"> "I don't think Welsh should be forced. It will either increase naturally or not. I do not wish to learn Welsh."
No Bias to those who are not bilingual	8	4.4	<ul style="list-style-type: none"> "Though it is admirable to protect the language, learning through the medium of Welsh should not be the main priority at present. English language provision is disadvantaged, and Welsh is not an international language meaning potential disadvantage for those educated through the Welsh medium."
Concerns about long term use of language	8	4.4	<ul style="list-style-type: none"> "After leaving school the majority of pupils from non-Welsh speaking homes have very few opportunities to use the language. The pupils from Welsh speaking homes can use the language at home. Something is needed to make the transition from school to college and university through the medium of Welsh possible, this does not exist at the moment, and opportunities are being missed. Young people are moving out of Wales as Higher Education in Wales through the medium of Welsh is rare. Every Welsh university should offer all courses through the Welsh medium."
Positive Comments	8	4.4	<ul style="list-style-type: none"> "It is vitally important to have a Wales where people see Welsh as being completely normal."
Welsh not as common in the world as English	7	3.8	<ul style="list-style-type: none"> "The targets seem very stretching and I would hate to see English being disadvantaged due to increasing Welsh. If Welsh was as widely spoken across the world as English, and would add value outside Wales, I would be

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			more supportive."
Should be mandatory	7	3.8	<ul style="list-style-type: none"> "In principle it is an excellent idea. I believe all new Primary schools should be Welsh Medium. It's not rocket science but it does require a financial commitment from both Cardiff and the WAG. The benefits of bilingualism are many and varied, but I believe it stretches a child's mind early on and encourages brain development as well as allowing them to share in the culture of the country they live in."
Enough in place	6	3.3	<ul style="list-style-type: none"> "There is a surplus of Welsh-medium places and Welsh-medium already receive extra funding. Increasing it more will disadvantage other children."
Affects investment / business community	5	2.7	<ul style="list-style-type: none"> "PLEASE reconsider this whole strategy it will discourage inward investment to Wales and indoctrinate children with the narrow mindedness of Welsh nationalism. A far more international approach will serve Cardiff and Wales far better."
Some subjects should be English taught	2	1.1	<ul style="list-style-type: none"> "Secondary education - I do not agree with teaching maths and the sciences through the medium of Welsh. These are technical, complicated subjects which are made more difficult for some children from non-Welsh speaking homes. Children attending Welsh secondary school should have the option to do these subjects in English, which I think would encourage more parents to consider sending their children to Welsh secondary schools."
Misc.	19	10.4	<ul style="list-style-type: none"> "It's a tricky situation the attitude and approach of Welsh tutors is varied, unfortunately the us and them Appears to be quite prominent. Tutors can be very nice or very why are you wanting to learn my language. The plan I hope will go ahead and be hugely successful bringing more and more people together to converse in a magical language." "The WM comps in Cardiff are in very poor condition, with some of the poorest facilities of all comps in Cardiff."

NB. Overall percentages do not total 100% as respondent comments could fall into multiple themes.