

**CARDIFF WESP 2022-32 - CONSULTATION DRAFT**

**Foreword**

**Our vision is for a truly bilingual Cardiff.**

We have made huge strides toward this vision, but we cannot rest. We still have more to do to ensure the capital of Wales is a place where Welsh is a vibrant living language that every young person has the opportunity to hear, speak and enjoy in every aspect of their lives and is recognised for its place firmly at the heart of our nation's capital.

I feel strongly about the importance of creating opportunities for the children and young people of Wales capital to become confident speakers of both Welsh and English. We want our education system to ensure that all young people, from each and every community across Cardiff have the opportunity to speak Welsh, to be proud of their identity and able to celebrate and enjoy both languages in their daily lives.

Essential to achieving this is the continued 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. We are proud to be a diverse multilingual city; our desire is to build on this and for every young person to have the confidence and the ability to use all of their languages confidently with their families, their communities and later carry this wealth of linguistic knowledge into their places of work and adult lives.

It is proven that being bilingual or multilingual has numerous benefits, from birth through to old age with over half of the world's population able to speak two languages or more. By enabling our young people to become bilingual we are making an active choice to increase development of their cognitive and social functions. As they become bilingual adults, they will have greater opportunities within the workforce as more organisations across the country deliver their services in both Welsh and English. When you add to this, that being bilingual can help protect against the onset of dementia, it is clear that in Wales, Welsh is our gift to share, one which broadens opportunities not only for childhood but for life.

This 10-year Welsh in Education Strategy seeks to clearly set out Cardiff's firm commitment, clear aspirations and the actions we plan to prioritise with our partners to further bolster the growth of Welsh-medium education and the number of our citizens that actively engage with and use Welsh with confidence. This in turn will contribute to raising the profile and enjoyment of our national language now and in the future.

**Leader, Cabinet Member for Education, Director of Education**



## **The Capital City of Wales. A Welsh Capital City.**

In addition to being the Capital of Wales, Cardiff has an important role to play as a Welsh Capital City.

This is more than a symbolic role. Having seen significant population growth over the last two decades, Cardiff has made a telling contribution to the growth of the Welsh language.

Over the last 30 years, the number of Welsh speakers in Cardiff has more than doubled with the latest census figures indicating that over 16% of the city's population have one or more skills in the Welsh language. Cardiff is currently the local authority with the third highest number<sup>1</sup> of Welsh speakers in Wales.

This reflects the excellent work taken forward across the city- involving a range of partners- to promote the Welsh language and demonstrates the impact of partnership initiatives such as those progressed by the Bilingual Cardiff Working Group.

What is also clear is the central importance of Welsh language education for the growth of the Welsh Language. Census data demonstrates that, amongst 5 to 15 year olds, the proportion of pupils able to speak Welsh has increased from 7.5% in 1981 to 26.7% in 2011. More recent school admissions data also reveals that the numbers of children enrolled in Welsh-medium education increased by 16% (1,752 pupils) between 2012 and 2018.

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.

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<sup>1</sup> Annual Population Survey

## **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.
- 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.

## **Cymraeg 2050**

### ***A Million Welsh Speakers and the importance of Welsh Medium Education***

#### Strategic Context

In 2017, the Welsh Government published its Welsh language strategy *Cymraeg 2050: A Million Welsh Speakers* in accordance with Section 78 of the Government of Wales Act 2006. The strategy supports ‘the promotion and facilitation of the use of the Welsh language’ and its long-term aim is for Wales to have one million Welsh speakers by 2050.

The strategy names Welsh-medium immersion education as the ‘principal method for ensuring that children can develop their Welsh language skills, and for creating new speakers’ (*Cymraeg 2050: A Million Welsh Speakers*, pg21). Therefore the availability of Welsh-medium education will be key to meeting the target of one million Welsh speakers.

The national target is to *“Increase the proportion of each school year group receiving Welsh-medium education from 22 per cent (based on 7,700 seven-year-old learners in 2015/16) to 30 per cent (about 10,500 in each year group) by 2031, and then 40 per cent (about 14,000 in each year group) by 2050.”*

There is recognition within the strategy that the approach will vary across different regions within Wales depending on the characteristics of their populations. The strategy also identifies areas with a high population density but lower percentage of Welsh speakers as areas with particular potential for growth.

The Welsh in Education Strategic Plans (Wales) Regulations 2019 require Local Authorities to set a ten-year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh in the local authority's area during the lifespan of a Plan.

Cardiff is committed to achieving a scale of growth in line with the 25-29% as provided by the Welsh Government<sup>2</sup>. The local target must, however, balance ambition with an understanding of the prevailing trends, which includes falling birth rates and heightened uncertainty relating to school admission choices due to the pandemic.

Cardiff’s ten-year target is therefore to “increase the percentage of Year 1 children who are taught through the medium of Welsh in Cardiff by 9% with 27% of the eligible cohort.”

#### Demographic Context

Detailed analysis of the population trends in Cardiff, drawing on Welsh Government population projections and forecasts prepared utilising NHS GP registration data, projects decreasing birth rates across the city. As such, achieving the targeted growth in the Welsh-medium sector will require an approach that recognises all the different

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<sup>2</sup> For a detailed explanation of the methodology implemented for setting this target please see the Technical Note at ([guidance-welsh-in-education-strategic-plan.pdf](#) ([gov.wales](#)))

needs and characteristics of local communities when bringing forward proposals for change.

The Council will continue to work with all partners and stakeholders in order to ensure that Welsh medium education is distributed effectively across the city, maximising and enhancing access to existing provision and adding in capacity as required in the right locations. This will apply to all stages of learning, from early years through the provision statutory education all the way through to higher and further education.

### The Expansion of Welsh Medium Education

Cardiff has invested significantly in the growth of Welsh-medium by delivering additional places at entry to primary education and at transfer into secondary education. The establishment of the highly successful immersion provision has also played a crucial role in supporting and increasing the number of In-year transfers.

Since 2010, Cardiff has increased the Welsh-medium capacity available at entrance to the primary sector by approximate 6 forms of entry (FE) and intakes at reception have grown by an average of approximately 0.25% per year between Sep 2015 and Sep 2020.

During the same period within the secondary school sector, we have established Cardiff's third Welsh-medium school and increased capacity at established schools which has resulted in an overall increase of 7FE at entry to Year 7.

Cardiff has also established its highly successful Welsh Immersion provision. Initially established within the primary sector to support parents to transfer their children to Welsh-medium education, the provision has grown to welcome pupils at KS3 and KS4. This has meant that pupils from Cardiff and neighbouring authorities could transition effectively from English-medium into Welsh-medium schools, becoming fully bilingual students and experiencing success at all key milestones.

### Recognising Delivery Challenges and Promoting the Welsh Language throughout our Education Sector

The growth of Welsh medium education is a success that should rightly be celebrated, but it is clear that there is more to do. Whilst there has been an increase in the amount of high-quality provision and take up of Welsh-medium places, there remain challenges associated with continued growth, not least given the declining birth rate populations and the need to meet the needs of our diverse communities.

Moving forward we will ensure that, as a diverse city, everyone understands the benefits of a Welsh-medium education and the positive benefits of embracing the Welsh language. This will involve engaging with communities that may not have traditionally considered Welsh-medium education for their children and developing tailored approaches for each community.

In addition to increasing the intake of Welsh-medium provision from the early years and at the beginning of statutory education, there is also a need to further consider

the potential role of the Welsh Immersion provision as part of a proactive strategy for growth in the future.

This is part of a coordinated approach to ensure that families feel confident and supported should they opt for Welsh-medium provision. This will require a dedicated support network which forms part of the formal school offer and the recent pandemic has only served to emphasise the need for intensive language acquisition support of this nature. Further to this, there is a need to emphasise the availability of specialist places within the Welsh-medium sector for children that have Additional Learning Needs (ALN) that will allow them to progress in line with their potential.

Consistent with the Council's commitments as a Child Friendly City, the Council will continue to engage with young people and their families on a number of important issues. Understanding the reasons why families have opted for Welsh-medium, or may not have chosen Welsh for their children, remains a priority. There is also a need to understand why young people who may have received Welsh-medium statutory education would choose not to pursue further or higher education through the medium of Welsh. Similarly, there is a need to better understand why some young people may lack the confidence to use any Welsh in their adult careers and what they think we could do to change this.

We also recognise that the benefits of hearing, speaking and enjoying learning in Welsh is not confined to those that opt for a Welsh-medium education. It is important that the Council set high expectations of how the new curriculum for Wales is to be delivered in terms of providing greater opportunities for language acquisition through learning and using an enhanced amount of Welsh within our English-medium schools. Prioritising the development of our new dual language model to ensure it is implemented successfully represents a priority if we are to establish this as a template for other new schools in the future. This Strategy therefore reaffirms Cardiff Council commitment to increasing the number of Welsh speakers in the city and enhancing the amount of Welsh used throughout all of our schools and education provisions.

### Shaping provision in the City

Ensuring sustainable growth of Welsh-medium places and achieving an increase in demand in the context of falling birth rates will require detailed and informed planning. The allocation of Welsh-medium places within the current Band B schools investment programme represents an excellent starting point. Moving forward, the opportunity to maximise the impact of Welsh capital grants, the allocation of new schools secured through the Local Development Plan and the potential to further expand provision through the Band C Schools Investment Programme represent significant further opportunities.

Cardiff also continues to have the recommended amount of surplus in the Welsh-medium primary sector, although there are variances in the take up rates across the city. This means that there are pockets of insufficiency and a small number of schools which struggle to attract a consistent number of pupils to support viability.



At secondary, demand for places at transition to Year 7 is high and places have been increased to take account of this as the larger cohort of learner progressing from the primary sector. This, however, was prior to the projected decrease in the overall population. In those primary and secondary schools, work is ongoing to address any anticipated short term temporary increases to accommodate specific enlarged population cohorts to ensure sufficiency of places in the relevant areas. This will be done in the context of a longer-term exercise to identify how large-scale capital investment in the latter half of this WESP can effectively and sustainably support growth.

Going forward, the Council's ambitious Band B 21st Century Schools Programme will invest £283 million in Cardiff Schools. As the largest schools investment programme in Wales, it will increase the provision and improve the distribution of Welsh-medium nursery and primary school capacity. It will also enhance the community facilities available to support wider childcare needs. The Council anticipates that any investment programmes in schools- such as Band C- will feature large scale investment in the expansion of the secondary Welsh-medium sector.

In order to achieve the ambitious targets set nationally, and to successfully meet our aspirations of Welsh Language education, there is an urgent need to increase the number of fluent Welsh speaking teachers. This is a national challenge that cannot be overstated and is one which will require a coordinated response from all levels of Government in Wales. The scale of the challenge therefore demands unprecedented levels of collaboration and intervention to ensure that the high quality of Welsh medium education is not diluted and that the amount of Welsh taught across our education system can be enhanced.

### A Welsh Capital City

As a Capital City for Wales, Cardiff is committed to supporting the delivery of Cymraeg 2050, and the Council fully recognises the importance of the education system in meeting this aspiration.

The Welsh in Education Strategic Plan (WESP) therefore sets out Cardiff Council's ten-year plan for increasing and improving the provision of Welsh-medium and Welsh language education. It builds on our achievements to date and sets out the actions we plan to take in order to make all learners in Cardiff confident Welsh speakers.

## **Cardiff's Commitment to Action**

This section of the plan sets out the actions we intend to take as Cardiff Council together with our partners as our collective commitment to achieve the stated outcomes. Under each outcome we have set out some of our most recent achievements together with the current position and the actions we shall take specific to each over the life of this plan.

These actions are split into two five-year periods. The first are those we expect to prioritise in the first half of the plan. Many of these will underpin what follows and/or ensure that the actions in the latter five years are well informed and build on a firm understanding of what local communities want from their schools and need to ensure they have the confidence to embrace the language with and for their children's education. It will also include any actions that are required to secure any capacity necessary to ensure we are able to offer a Welsh-medium place to any family that requests one, along with responding to the need to enhance support following the pandemic to ensure children and young people are able to achieve their potential regardless of the challenges caused by this interruption to their normal learning provisions.

The second five years will include a greater amount of the delivery of permanent capacity which will necessitate statutory consultation and in some cases construction lead in and build times. It will also build on the early wins in terms of language upskilling in the workforce and enable a greater an upscale of the Welsh language taught, used and heard across all schools in Cardiff and in a broader range of social situations and extra-curricular activities. By the end of this period we would expect to have both achieved the actions set out in this plan and have a firm understanding of how we plan to progress and build on our achievements to plan for the next WESP to ensure we continue our trajectory as part of the national journey towards a Wales with at least 1 million people that identify themselves as being confident to speak and use Welsh.

## Outcome 1 - More nursery children/ three year olds receive their education through the medium of Welsh

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Established Cylch Meithrin Pwll Coch which opened in September 2020.
- Increased the number of Welsh-medium nursery education places available in maintained community schools.
- Established an active Cardiff Welsh Education Forum Promotion Sub-Group to move work forward in relation to developing further promotion of Welsh-medium education options in the Local Authority Area.

Currently 18.5% of nursery children/ three-year-olds taking up a nursery education place in Cardiff receive their education through the medium of Welsh.

Our targets for the next ten years are as set out in the table below:

Numbers and % of 3-year olds receiving their education through the medium of Welsh									
2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
698-740	19.0-19.8%	733-790	19.8-21%	755-826	20.5-22.1%	778-863	21.3-23.3%	803-902	22-24.4%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
830-943	22.8-25.6%	857-984	23.5-26.7%	883-1024	24.3-27.9%	911-1066	25-29%	931-1090	25.8-30.2%

To achieve this outcome and grow the take up of Welsh-medium nursery education places from 18.5% to between 25-30% of the eligible population cohort in the first 5 years we will:

1. Develop Welsh-medium wraparound childcare options to support parents accessing the 30 hour offer in conjunction with our partners including Mudiad Meithrin through establishing new Cylch Meithrin settings for Ysgol Melin Gruffydd and the new school to be established in Plasdŵr.
2. Provide parents and carers with high quality accessible information in conjunction with partner organisations regarding Welsh-Medium education and local provision to promote awareness, stimulate interest and support informed decision making\*
3. Implement pilot project to collect information from parents when registering their child(ren)'s births in order to establish a more direct way of communicating with families, allowing for targeted surveying of new parents to facilitate more effective communications regarding nursery and school options.
4. Conduct and act on the outcome of survey to parents asking about what sources they gravitate to for education information from to better focus targeted messages e.g. social media, Local Authority website, partner websites or word of mouth.

5. Undertake micro research including particular areas of city where take up of Welsh-medium is low and/or within specific under-represented groups/communities (including Black, Asian and Minority Ethnic) to understand the reasons for this together with implementing bespoke promotions from birth to nursery in addition to uplift on general benefits of being bilingual and learning Welsh
6. Explore potential of a shared post with other South East Wales authorities to support research and promotion tailored to specific communities as well as informing general Cardiff promotion material.

By the end of the 10-year plan we will:

7. Increase the number of Welsh-medium nursery education places aligned to primary provision to ensure we have appropriate capacity and distribution of places across the city.
8. Develop further Welsh-medium wraparound childcare options to support parents accessing the 30 hour offer in conjunction with our partners including Mudiad Meithrin through:
  - Examining the feasibility of building in space and facilities for delivery of Welsh-medium childcare (such as Cylch Meithrin provision) to be built into each new Welsh-Medium primary school.
  - Exploring opportunities to building in space and facilities for delivery of Welsh-medium childcare (such as Cylch Meithrin provision) to be built into existing Welsh-Medium primary schools utilising Welsh capital grants.
9. Ensure health and other universal services colleagues are aware of the WESP and are actively promoting consistent messages regarding benefits of being bilingual and are able to dispel myths and concerns to support parents decision making regarding their child's education

Main partners responsible for implementing actions above include:

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| <ul style="list-style-type: none"> <li>• Cardiff Council</li> <li>• Mudiad Meithrin and Cylch Meithrin</li> <li>• National Day Nurseries Association</li> <li>• Cardiff Schools</li> </ul> | <ul style="list-style-type: none"> <li>• Menter Caerdydd</li> <li>• NHS HVs and GP Surgeries</li> <li>• Childrens Services</li> </ul> |
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## Outcome 2 - More reception class children/ five-year-olds receive their education through the medium of Welsh

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Undertaken a catchment review and implemented the associated changes from September 2021 to support future growth and sustainability of the Welsh Medium Sector in Cardiff
- Approved development of a new dual stream school to serve new housing developments in the northwest of the City. This will include one Welsh-medium stream and a dual-language stream where Welsh and English are taught up to 50:50
- Secured and maximised capital investment in a range of Welsh-medium primary schools to ensure high quality facilities to substantiate temporary expansion solutions.

Currently, 18.0% of Reception children in Cardiff are receiving their education through the medium of Welsh. This is an indication that growth within the Welsh-medium primary sector is on a positive trajectory.

There has been an average growth of c0.25% per year in recent years in the percentage of children entering Reception in Welsh-medium. The below table illustrates that while there has been progress it has not been linear.

	2015/16	2016/17	2017/18	2018/19	2019/20	2020/21
<b>Welsh-medium</b>	695	747	710	706	683	749
<b>% Welsh-medium</b>	15.9%	17.2%	17.2%	17.0%	16.5%	18.0%

Our targets for the next ten years are as set out in the table below:

Numbers and % of 5-year olds receiving their education through the medium of Welsh									
2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
725-765	19.0 – 19.8%	747-792	19.8-21%	785-846	20.5-22.1%	809-885	21.3-23.3%	833-924	22.0-24.4%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
860-965	22.8-25.6%	889-1010	23.5-26.7%	918-1054	24.3-27.9%	946-1095	25-29%	975-1141	25.8-30.2%

To achieve this outcome and grow the percentage of Reception age children educated through the medium of Welsh from 18% to 27% by 2031 in the first 5 years we will:

1. Seek to sustain city wide capacity in the primary Welsh-medium sector at 10% over and above the projected intake to support growth and allow for in year admissions and flexibility for transition.

2. Deliver at least 2FE new Welsh-medium capacity at primary level (with nursery) in addition to increasing take up of surplus places available in some areas.
3. Develop and implement the dual language model where Welsh and English are taught up to 50:50 to start in Plasdŵr and be upscaled in other new LDP areas.
4. Expand the primary immersion provision to support intense language acquisition catch up as required.
5. Actively promote the primary Welsh-immersion provision to all new in year transfer enquiries for admission to Cardiff schools.
6. Make Welsh-medium education the prime option suggested to families seeking an education place in Cardiff by our admissions service and in our admissions guidance literature.
7. Undertake enhanced research including particular areas of city where take up of Welsh -medium is low and/or within specific under-represented groups/communities incl. BAME and FSM to understand the reasons for this together with implementing bespoke micro promotions as appropriate.
8. Enhance the range and promotion of extra-curricular activities and other social opportunities within and outside school in conjunction with our partners including Menter Caerdydd, Urdd, our school community, local businesses and Welsh speaking volunteers/alumni.
9. Increase the literature and guidance available to support families making decisions regarding their child's education with an enhanced range of case studies to demonstrate the diversity our Welsh medium schools and benefits to learning Welsh regardless of your home language.

By the end of the 10-year plan we will:

10. Deliver the further capacity required to achieve a total of 8 FE new Welsh-medium capacity at primary level (with nursery) across the life of the plan
11. Explore scope to adapt the dual language model to support current English-medium schools consideration of whether they are ready to move along the bilingual continuum to a different linguistic category with a greater amount of teaching and learning offered through the medium of Welsh.
12. Upscale the opportunities for cross school partnerships to enhance awareness of Welsh-medium education and encourage children to have a greater desire to learn and potentially consider transfer to Welsh-medium education
13. Support all schools in the development and implementation of Curriculum for Wales 2022 to ensure growth in the opportunities for all children in the city to

learn Welsh and feel confident in developing their skills and speaking the language

14. Upskill linguistic competence of the current English-medium teaching and learning workforce to ensure they feel confident to support enhanced Welsh language learning with all pupils as part of the new Curriculum Wales offer

Main partners responsible for implementing actions above include:

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| <ul style="list-style-type: none"><li>• Cardiff Council</li><li>• Central South Consortium</li><li>• National Day Nurseries Association</li><li>• Cardiff Schools</li><li>• Childrens Services</li></ul> | <ul style="list-style-type: none"><li>• Menter Caerdydd</li><li>• NHS HVs and GP Surgeries</li><li>• RhAG</li><li>• Urdd</li><li>• Mudiad Methrin</li></ul> |
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### **Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.**

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Implemented a 1FE increase for Ysgol Gyfun Gymraeg Plasmawr from academic year 2020/21 to provide more capacity to meet the projected demand for secondary school Welsh-medium places.
- Undertaken a catchment review with associated changes implemented from academic year 2021/22 to improve the balance between the number of children and number of places serving each area of Cardiff.
- Grown the Welsh Immersion provision to provide for secondary age students and increased the number of young people able to successfully transfer from English-medium primary to Welsh-medium secondary school education.

PLASC data demonstrates that the transition of learners between key stages does not appear to be a significant problem. However, the COVID-19 pandemic and the need for remote learning has presented challenges for schools and families. We are aware that this has had a short-term impact with a small number of families choosing to remove their children from Welsh-medium education. It remains to be seen if there are long term ramifications from the disruption in terms of later transfers at the end of year or at transition points.

There has been a slight increase in the number of in-year transfers from Welsh-medium schools during the pandemic. There has roughly similar numbers of pupils moving out of Cardiff and moving to alternative provision (including elective home education, special school, PRU and private education).

The position relating to children transferring from Welsh-medium schools in year over the past three years is as follows:

Destinations of pupils leaving WM primary and secondary schools in-year

	<b>2018-19</b>		<b>2019-20</b>		<b>2020-21</b>	
Moved out of Cardiff	64	37%	66	36%	61	30%
Transferred to another Cardiff Welsh-medium school	55	32%	48	27%	35	17%
Transferred to a Cardiff English-medium school	42	25%	59	33%	93	47%
Other*	11	6%	8	4%	11	6%
<b>Total</b>	<b>172</b>	<b>100%</b>	<b>181</b>	<b>100%</b>	<b>200</b>	<b>100%</b>

\*Includes Elective Home Education, EOTAS, special school or PRU, private school

It is notable that of pupils who transferred to another mainstream local authority school within Cardiff, there was a significant shift in the split between those remaining in



Welsh-medium sector and those transferring to English-medium. We will continue to monitor this in coming years to assess whether this is an isolated event resulting from the challenges of the pandemic or a recurring pattern.

Whilst there has been a number of pupils that have transferred out of Welsh-medium, this is mitigated to an extent by a number of pupils opting to transfer into Welsh-medium from the English-medium sector. Cardiff has a well-regarded and highly effective Welsh Immersion provision. This has seen growing numbers of pupils successfully transfer from English-medium provision into join new peers in Welsh-medium provision.

To achieve this outcome and grow the number of children that continue to improve Welsh language skills when transferring from one stage of their statutory education to another, in the first 5 years we will:

1. Seek to use at least one of the LDP secondary school sites to increase the number of Welsh-medium secondary places in Cardiff.
2. Seek to secure funding to pilot the expansion of the primary immersion provision to pilot an increased number of places to support intense language acquisition catch up as required to enhance learner confidence and provide greater assurance to parents choosing Welsh-medium that their child will have the opportunity to access support if required.
3. Seek to secure funding to expand the secondary immersion provision to provide additional places to enable proactive promotion strategy encouraging consideration of the opportunity to transfer from English-medium and/or dual language model schools to Welsh-medium education at transfer to secondary.
4. Work in close partnership with schools to improve the information available as standard on individual school websites to explain the value placed on developing Welsh linguistic skills, the benefits of being bilingual and up to date information regarding how children and young people are supported in their learning.
5. Increase signposting to out of school Welsh learning and socialising opportunities to normalise the use of Welsh outside of the school formal learning environment.
6. Identify and provide focussed support to schools where transition rates may be a cause of concern and publish resources to increase confidence in pupils, along with supporting and reassuring parents/carers regarding transition between phases to encourage retention.
7. Provide advice, professional learning and resources to English-medium schools to increase the percentage of the curriculum taught through the medium of Welsh and to implement Welsh Across the Curriculum increasing the amount of learning provision offered and enhanced opportunities for Welsh language use.

8. Support collaboration between primary and secondary schools to produce resources that promotes linguistic progression to parents/carers and provides reassurance to support retention.
9. Ensure that the whole educational journey from nursery to post-16 is clear to families in order to develop further confidence in choosing Welsh-medium including highlighting available support for their child to develop and grow in confidence in using Welsh outside of school.
10. Celebrate and share good practice across Cardiff and the wider South East region in a variety of ways e.g., webinars, podcasts, blogs and learning walks.
11. Encourage Welsh-medium primary schools to participate in teacher training and in careers fayres to support a greater number of our young people to consider the benefits of and range of opportunities to teach through the medium of Welsh.
12. Monitor requests for transfer from Welsh-medium schools into the English-medium sector in the city and undertake further research where those that opt out of this sector are coming from a particular area/group to ensure an improved understanding of concerns and ensure appropriate reassurance and support is provided with a view to reconsideration to remain.
13. By the end of the 10-year plan we will:
14. Progress strategic plans to increase the permanent capacity of Welsh-medium secondary provision
15. Increase the capacity of Welsh-medium secondary provision including seeking to to establish city wide capacity in the Welsh-medium sector at 10% over and above the projected intake.
16. Seek to secure funding to pilot the expansion of the scope of the secondary Welsh immersion provision to provide an immersion class in each high school to support intense language acquisition catch up at KS2 as required to provide greater assurance to parents choosing Welsh medium that their child will have the opportunity to access support if required.
17. Support local, regional, and national programmes for Welsh Language Development by providing advice, professional learning and support to practitioners to acquire and improve their Welsh Language skills. This will increase the capacity of staff able to teach Welsh and through the medium of Welsh across all sectors.
18. Continue to build upon current collaboration with the Welsh-medium secondary sector to provide subject specific professional learning particularly in areas of Welsh-medium practitioner shortage

Main partners responsible for implementing actions above include:

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| <ul style="list-style-type: none"><li>• Cardiff Council</li><li>• Central South Consortium</li><li>• Cardiff Schools</li><li>• Childrens Services</li><li>• Menter Caerdydd</li><li>• CAVC</li></ul> | <ul style="list-style-type: none"><li>• RhAG</li><li>• NHS GP Surgeries</li><li>• Urdd</li><li>• Cardiff Metropolitan University</li><li>• Cardiff University</li><li>• Education Workforce Council</li></ul> |
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#### **Outcome 4 More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh**

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Increased the number of young people studying bilingually and through the medium of Welsh at Cardiff and Vale College
- Successfully supported students to access a wide range of GCSE options and courses at post-16 through close collaboration between the three Welsh medium secondary schools enabling students to continue their studies in Welsh.

Currently learners in all three of Cardiff's Welsh-medium community secondary schools study all subjects (bar English Language and Literature) through the medium of Welsh at both GCSE and A level. The academic offer includes a variety of subject options for learners to choose with some cross schools working to enhance the range of 14-19 subjects available. Learner outcomes across the three schools are strong. Intakes to Year 7 are increasing consistent with the larger cohorts moving through the system.

Welsh as a second language is studied throughout Cardiff's English-medium community secondary schools with a wider awareness of the opportunity to transfer from English-medium to Welsh-medium at secondary level through attending the KS3/4 Welsh immersion provision.

Cardiff and Vale College have also reported an increase in young people studying bilingually and through the medium of Welsh, including 46 young people studying hair and beauty, and 24 learners studying bilingual BTEC level 3 qualifications. The college noted a major change in learner attitudes towards the Welsh language and being able to see how the language will help them in the future. It is intended that both courses will be promoting through the medium of Welsh only for September 2021.

Clearly, linking with the previous outcome, in order to achieve a greater number of pupils studying for qualifications through the medium of Welsh, it remains essential to seek to retain learners that have started in the Welsh-medium primary sector at transition to secondary school.

The provision of online learning and teaching has been vital during the pandemic. Whilst this has come about out of necessity, the upskilling of the workforce and technical competence presents the potential opportunity to explore and deliver a range of provision and embrace technology as a mechanism for broadening the Welsh-medium curriculum offer available across the local authority. There is already provision shared across schools.

To achieve this outcome and ensure more learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh, in the first 5 years we will:

1. Work with partners across the WEF, Bilingual Cardiff and Cardiff Commitment to highlight the benefits of Welsh including opportunities for apprenticeships, work

experience and/or volunteering opportunities in Welsh-speaking organisations and workplaces that maximise the potential of bilingual speakers. \*

2. Identify and maximise further resources to expand and invigorate the illustration of the range of careers where Welsh is used thereby stimulating greater take up by young people further into their learning career and encourage a broader use of Welsh beyond the curriculum and qualifications.
3. Work with partners to promote the benefits of Welsh and being bilingual with parents / carers along with how they can support pupils' progression even if Welsh is not the spoken language at home.
4. Work with external providers and Welsh Government on any national initiatives to promote Welsh as an A-level subject.

By the end of the 10-year plan we will:

5. Explore scope to make more strategic use of existing Welsh-medium e-learning options alongside whether there is potential to develop Cardiff online learning modules for delivery to provide a greater range of subjects and expand the offer of potential qualifications and learning experiences across Cardiff Welsh-medium education along with supporting the development of skills in digital learning in Key Stage 4 and earlier.
6. Engage with exam boards to represent the desire for a greater range of courses and qualifications (particularly with regard to vocational learning opportunities) delivered in Welsh-medium to achieve parity with the range available in English.

Main partners responsible for implementing actions above include:

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| <ul style="list-style-type: none"><li>• Cardiff Council</li><li>• Central South Consortium</li><li>• Cardiff Schools</li><li>• CAVC</li></ul> | <ul style="list-style-type: none"><li>• Cardiff University</li><li>• Cardiff Metropolitan University</li><li>• Exam Boards incl WJEC</li><li>• Education Workforce Council</li></ul> |
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## **Outcome 5 - More opportunities for learners to use Welsh in different contexts in school**

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- hosted 'Gyrfa Gymraeg - Ffair Swyddi Gymraeg Caerdydd' led by Bilingual Cardiff to highlight career options and the advantages of working through the medium of Welsh.
- The pandemic has provided a catalyst for more online content in Welsh, including S4C youtube channel for children aged 11-13 and Hansh working with young people to create content.
- Significantly uplifted online learning and socialising opportunities delivered throughout the pandemic and whilst many face to face in person activities have resumed, it continues to supplement this offer with a range of online learning opportunities

Cardiff recognises the value for young people to use their Welsh skills in a variety of contexts to build both enhance their language acquisition and build their confidence in speaking the language in everyday communication to meet the aspirations of Cymraeg 2050. Despite the disruption of the pandemic Cardiff WEF partners have continued to provide enrichment activities through the medium of Welsh in-school, as extra-curricular activities with many moving online where possible during the pandemic.

Within Cardiff, 17 Welsh-medium primary schools have been awarded the Siarter Iaith Bronze Award with 8 progressing to achieve the silver award by 2021. In secondary, 2 schools have achieved the bronze award.

The Cymraeg Campus scheme has been introduced for schools where the language of instruction is English and as of 2021, 15 primary schools have been awarded bronze with 2 secondary schools piloting the Cymraeg Campus secondary scheme.

Learners attending both Welsh and English medium schools are encouraged to participate in wide range of cultural, social and sporting activities through the medium of Welsh in order to improve their confidence and retain their fluency in the Welsh language including amongst other high level of involvement and representation at Urdd events and social opportunities (Eisteddford yr Urdd, national sports competitions, outdoor pursuits and residential trips) along with in school performing arts productions.

There has been work undertaken by the Bilingual Cardiff partner forum to identify and collate a directory of work experience and volunteering opportunities which require Welsh language skills. Going forward this is expected to be beneficial in exhibiting the value and transferability of Welsh skills beyond the classroom. It is hoped this will bolster Welsh as a thriving part of the culture of Cardiff and vital to the identity of the Capital.

The current position relating to opportunities for learners to use Welsh in different contexts in school and our overriding target for the next ten years are as follows:

Ensure that young people are supported to enjoy and retain their use of and confidence in their Welsh language skills beyond school through ensuring a wide

variety of accessible opportunities within Cardiff which will excite, engage and encourage young people thereby contributing to the aspiration for the language to be embraced as a living language in our capital city.

To achieve this outcome and ensure learners have more opportunities to use Welsh in different contexts in school, in the first 5 years we will:

1. Undertake up to date mapping of out-of-school provision in conjunction with other providers to identify gaps and underpin discussions relating to new collaboration / partnerships in order to increase / expand the provision to meet the demand.
2. Undertake focussed engagement activities with young people about what Welsh learning and socialising opportunities they would most like to see aligned with Cardiff's Child Friendly City commitment.
3. Explore and maximise scope for collaboration within the Local Authority between the Youth Service and WEF partner organisations including Menter Caerdydd and the Urdd to upscale the range of opportunities available in a Capital city and all the opportunities available for young people locally.
4. Undertake research with young people and adults who have previously achieved Welsh fluency but have lost confidence to use it in order to better understand and tackle the challenge of language retention beyond statutory education.

By the end of the 10-year plan we will:

5. Conduct a survey with Cardiff businesses and Welsh-medium school alumni to explore scope to support further opportunities for alternative opportunities to those already on offer to broaden scope and engage with more niche interests.
6. Provide support schools in the use of Welsh in schools with high quality Welsh Language, Literacy & Communication professional learning opportunities including bespoke support for individual schools/clusters and opportunities for school-to-school collaboration and peer partnerships as appropriate.
7. Provide all schools with a designated consortia officer to support Language Charter and Cymraeg Campus progress focussing on promotion, support, challenge and accreditation of all Cardiff schools to make progress with the Language Charter and Cymraeg Campus Awards.
8. Evaluate impact of the Language Charter and Cymraeg Campus to support refinement of the schemes over time, especially alongside the implementation of the new curriculum.

Main partners responsible for implementing actions above include:

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| <ul style="list-style-type: none"><li>• Cardiff Council, including Bilingual Cardiff &amp; Cardiff Commitment</li><li>• Urdd</li><li>• Menter Caerdydd</li></ul> | <ul style="list-style-type: none"><li>• S4C</li><li>• Schools</li><li>• CAVC</li><li>• University partners, incl Coleg Cymraeg, Cardiff University and Cardiff Met</li></ul> |
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**Outcome 6 - An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) (in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018**

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Established a new learning base for up to 20 pupils at Ysgol Pwll Coch
- Extended the designated number for the specialist resource base at Ysgol Glantaf to 30, and taken steps to improve facilities
- Established a primary Wellbeing class at Ysgol Pen Y Groes, offering temporary, dual registered places for up to 8 pupils
- Worked with the three secondary schools to develop a 'virtual wellbeing base' operating across the three schools, for up to 18 pupils at risk of exclusion or disengagement

The current position relating to the provision of Welsh-medium education for pupils with additional learning needs (ALN) in Cardiff and our targets for the next ten years are as follows:

The incidence of ALN in the Welsh-medium sector continues to be lower than for Cardiff schools overall:

<b>April 2021</b>	<b>All schools</b>	<b>% of pupil pop.</b>	<b>WM schools</b>	<b>% of pupil pop.</b>
<b>School Action Plus</b>	3045	5.54	320	3.72
<b>Statemented</b>	1360	2.48	116	1.35

However, there has been an increase in the number of pupils with significant and complex ALN who choose a Welsh medium education, as evidenced by the growth in demand for specialist provision:

- The learning base at Ysgol Pwll Coch opened 2018-19 with 2 pupils: 9 pupils in 2021.
- The learning base at Ysgol Glantaf catered for 11 pupils in 2016: 24 pupils in 2021

A survey of current need carried out by the Autism Support Team in 2020-21 and identified 21 primary pupils who are likely to need placement in an autism base either on transition to secondary school or at some point during KS2.

To achieve this outcome and deliver an increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN), in the first 5 years we will:

1. Develop an increased number of secondary specialist places to be delivered in an SRB located at each Welsh-medium high school with different specialist needs in each base to achieve a level of specialist provision that is on a par with other sectors and responds appropriately to individual need.

2. Develop an increased number of primary specialist places to be delivered in an SRB located in at least three primary schools that promote to the relevant secondary schools along with early intervention/wellbeing classes/ nurture classes distributed across the city to achieve a level of provision that is on a par with other sectors.
3. Identify and upskill a greater number of fluent Welsh teaching and learning staff to ensure a sufficiency of high quality specialist education places for pupils with ALN from individual learning support assistants through to leadership positions.\*
4. Monitor requests for transfer from Welsh-medium schools into the English-medium sector in the city and undertake further research where those that opt out of this sector have ALN IDPs in place to ensure an improved understanding of concerns and ensure appropriate reassurance and support is provided with a view to reconsideration to remain.

By the end of the 10-year plan we will:

5. Deliver enhanced training across the Welsh-medium sector to support appropriate planning and support for children with ALN in Welsh-medium schools to ensure equal linguistic opportunity.
6. Review Stage 3 and Stage 4 provision in the Welsh-medium secondary to ensure it is able to respond to need effectively.

Main partners responsible for implementing actions above include:

- Cardiff Council
- Central South Consortium
- Cardiff Schools
- NHS services
- Children's Services

## **Outcome 7 - Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh**

In the period of the previous WESP (2017-2020) Cardiff Council and partners have:

- Enabled school staff to access professional development in Welsh language through a range of opportunities from beginners' courses through to the intensive Welsh Sabbatical Programme
- Supported an increased number of Cardiff based staff to be accepted onto the Aspiring Headteacher Programme in 2020/21 which leads to a NPHQ assessment.
- Broadened the WEF membership to include Cardiff Metropolitan University to benefit from their input regarding Initial Teacher Training in Cardiff has been much valued in providing greater insight into potential for and barriers to increasing workforce.

The current position relating to increasing the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh in Cardiff and our targets for the next ten years are as follows:

In the year 2020 Cardiff employed 6575 staff in teaching and support roles within schools. The most recent data from November 2020 ([statsWales](#)) indicates that 19.4% (1275) of the Cardiff school based workforce had Welsh Language skills at an intermediate level or above.

We are currently awaiting further data from Welsh Government to inform a baseline for this outcome. If the necessary information is not available, we will seek to establish a baseline for the first annual report and adjust targets accordingly.

A significant growth of the workforce able to teach Welsh and through the medium of Welsh is critical in order for Cardiff to succeed in delivering the growth of Welsh speakers through education in our schools and wider learning opportunities.

Cardiff Council recognises that recruiting a sufficient workforce is already presenting challenges across all education sectors. To date, Cardiff has in the main continued to attract both locally and draw in staff from across Wales with challenges most acutely felt in secondary particularly in mathematics and science subjects. However, as the sector expands as part of the national effort to increase the Welsh-medium and enhanced Welsh offered through dual language schools this challenge will become greater across the age ranges. Nationally confidence regarding sufficient resources is currently low.

Ensuring there are sufficient high quality fluent Welsh teachers to staff the increased number of Welsh-medium and dual language school is only a part of this picture. In addition, the enhanced expectations to teach and learn using a greater amount of Welsh in English-medium schools will also necessitate upskilling across much of the teaching and learning workforce.

We are therefore committed to working closely with other LAs in Central South Consortium (CSC) in planning and supporting school staff across all sectors to further improve their Welsh language skills along with Welsh-medium Initial Training Education and Childcare workforce training providers to support an increase of NQTs, learning support staff and childcare practitioners to help reduce the projected workforce shortage in the future and ensure that collective local WESPs can be implemented effectively to achieve the government target.

To achieve this outcome and increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh in the first five years we will:

- Undertake a central workforce audit to review existing staffing along with consideration of current and future vacancies of teaching and support staff to support recruitment and retention of staff with Welsh language skills including fully fluent teaching and learning staff.
- Analyse the outcome of the school workforce census data and qualitative evidence sources to support workforce planning to inform design of professional learning programmes which reflect our local workforce needs specific to enhancing Welsh language use in all schools.
- Undertake an audit to review and reflect changes in school type/linguistic designation across all phases and plan strategically to support upskilling where required.
- Provide advice, support, and guidance to schools on how to accurately reflect the Welsh language skills of staff through maximising the input of the CSC Welsh in Education Officer.
- Monitor School Development Plans to ensure that leaders demonstrate active consideration of and planning for improvement of the linguistic skills of their school workforce and encourage staff participation in Welsh learning and language acquisition opportunities.
- Ensure that all school leadership teams and governors are made aware of the WESP and of the need for bilingual skills and that monitoring the upskilling of their staff is key as part of their governor and CPD training.
- Ensure that staff from Welsh medium schools are applying for relevant national leadership development programmes and professional learning opportunities including the Aspiring Headteacher Programme leading to NPQH qualification.
- Monitor the number of Welsh-medium applicants that opt to progress into leadership positions on completion of national leadership development programmes and encourage highly qualified practitioners and leaders to remain look for opportunities to maximise their qualifications to the benefit of Cardiff schools and pupils.

- Work closely with ITE partnerships to support training of fluent Welsh student teachers, including ensuring that Cardiff Welsh-medium schools are identified as lead, training or placement schools.
- Work with external partners to promote initiatives on routes into teaching and share any relevant information with schools continue to provide professional learning and support to NQT teachers particularly through the role of regional induction mentors.
- Proactive seek to supplement the EWC promotion of the multiple routes and incentives for teacher training. This is not a Cardiff only issue, and we look forward to seeing and working to support a forward thinking and assertive workforce development plan that is appropriately resourced and incentivised from Welsh Government and EWC that we can further publicise in Cardiff.
- Explore scope to develop a localised promotion and recruitment campaign to target the need for further diversity across the teaching and learning workforce, particularly in Welsh speaking workforce to support diversifying the long-term uptake of Welsh-medium and ensuring that all families and pupils feel that their school is reflective of their local community.
- Provide proactive post Welsh language sabbatical support for practitioners and look for opportunities for participants to further use and develop their Welsh language skills in their professional context on a regular basis with a view to staff working in provision that is further along the bilingual continuum (ie dual language or Welsh-medium schools/settings).
- Encourage and monitor take up of the new National Centre for Learning Welsh course by teaching staff as another route for developing language confidence within the teaching and learning workforce.

By the end of the 10-year plan we will:

- Analyse the Language Framework data together with the CSC as a baseline for improvement required. The CSC will continue to provide Welsh Language Development professional learning at various levels to support progression.
- Require the governors of every school to include a report on the Welsh language to celebrate and reflect on enhanced use and development of Welsh skills of pupils and focussed language acquisition opportunities of their teaching and learning staff in their annual report to parents.
- Ensure that schools set and report on targets Welsh skills development within school development plans within the context of improving standards to ensure that there is a strong focus on prioritising continuous professional development which includes improving linguistic skills.
- Intensify work with ITE providers together with the CSC to ensure that the Welsh language Sabbatical Scheme is used more strategically to meet the

needs of schools especially those where there will be changes in the amount of Welsh taught which will affect the skills needs of staff.

- Evaluate impact of the new National Centre for Learning Welsh course for teaching staff in Cardiff and whether it is proving to be effective as a route for developing language confidence within the teaching and learning workforce.

Main partners responsible for implementing actions above include:

- CSC
- ITE providers incl. – Cardiff Met, Open University, Coleg Cymraeg
- Education Workforce Council
- Cardiff Commitment