

WELSH IN EDUCATION STRATEGIC PLAN

Flintshire County Council

2022-2032

This Welsh in Education Strategic Plan is made under Section 84 of *The School Standards and Organisation (Wales) Act 2013* and the content complies with the *Welsh in Education Strategic Plans (Wales) Regulations 2019¹⁻²*. We have given due regard to the statutory guidance issued by Welsh Ministers when setting our targets.

Claire Homard

31st August 2022

¹ [The Welsh in Education Strategic Plans \(Wales\) Regulations 2019](#)

² [The Welsh in Education Strategic Plans \(Wales\) \(Amendment\) \(Coronavirus\) Regulations 2020](#)

Our ten year vision for increasing and improving the planning of the provision of Welsh-medium education in our area

Vision:

Flintshire County Council believes that the Welsh Language belongs to everyone. The Welsh Education Strategic Plan in Flintshire is a long-term strategic tool for us to contribute our part in the country-wide goal of a million Welsh speakers by 2050. Flintshire County Council is committed to increase the number of fluent Welsh speakers within its schools and extending those Welsh language skills into the wider community, with the aim of creating an increasingly bilingual county and country. We aspire for people of all ages to improve their Welsh language skills and have the ability to use these confidently within their families, in their places of learning, in their workplaces and in their communities. We are enthusiastically playing our part in contributing to the delivery of the national target. We are dedicated to supporting all of our learners and have inspiring actions moving forward to develop Welsh medium education provision within the authority.

Principles:

1. Pre-school and early years Welsh medium provision is easily accessible across the authority to support and encourage parents/carers to choose Welsh medium education for their children.
2. Welsh medium education is available to all learners within a reasonable travelling distance of their home (in line with our duties set out under section 10 of the Learner Travel (Wales) Measure 2008).
3. Learners in the Welsh medium sector are actively encouraged to transfer successfully at each point of transition e.g. family/toddler groups → playgroup → early education → part time nursery class → primary school → secondary school.
4. First language Welsh learners in Welsh medium schools (primary and secondary) achieve the highest possible outcomes in Welsh.
5. Second language Welsh learners from English medium primary schools are supported and encouraged to access a Welsh medium secondary education through a dedicated immersion programme.

6. Second language Welsh learners in English medium schools (primary and secondary) achieve the highest possible outcomes in Welsh.
7. Effective joint working exists with other partners, agencies and services to promote and increase bilingualism in educational and social contexts.
8. Learners with additional learning needs receive equal linguistic opportunity.
9. All learners become proficient in Welsh and English.
10. Progress and commitment to developing the Welsh language across all aspects of the Council is celebrated.

Commitment:

Flintshire County Council is committed to supporting, expanding and promoting Welsh-medium education within the whole community, increasing the number and percentage of pupils receiving Welsh-medium education in compliance with the Welsh Government's 'Welsh-Medium Education Strategy' of developing learners who are fully bilingual (i.e. fluent in both English and Welsh).

Flintshire County Council is committed to taking full account of Welsh Government policies and national priorities in its strategy for Welsh medium education:-

Rewriting the Future – Flintshire County Council is committed to the principles of raising aspiration and attainment in its schools by removing barriers faced by learners from disadvantaged backgrounds. It aims to achieve this by raising aspirations across the education network, through the provision of the highest quality opportunities for learning and teaching, through timely and appropriate interventions for individual learners and through the effective use of the Pupil Deprivation Grant (PDG) and Early Years Pupil Deprivation Grant (EYPDG).

Successful Futures – the role of the Welsh language in the new curriculum for Wales is clearly stated within the 'Successful Futures' report. Flintshire County Council is committed to the implementation of the new curriculum model to secure improvements in the quality of Welsh language instruction, to widen the use of Welsh as the language of communication formally and informally across all educational providers and to improve the outcomes achieved by all Flintshire learners in Welsh.

Well-being of Future Generations (Wales) Act 2015 – Flintshire County Council is committed to the seven goals within the Act by supporting and developing a society within its borders which promotes, protects and celebrates the culture, heritage, environment, economy, health, community diversity and language of Wales.

Welsh Government Strategy – A Million Welsh Speakers by 2050 – Flintshire County Council is committed to supporting the Welsh Government to achieve this aspirational and challenging target through its strategic plans to increase the number of children and young people accessing a Welsh medium education and improving the outcomes achieved by all its learners in Welsh. The main strategy for achieving this target is to encourage more parents to choose a Welsh medium education at the outset for their children at nursery level so they have the best opportunity to become fully bilingual. A key aspect of this is raising the awareness of parents from English speaking homes of the benefits of being fully bilingual and to remove barriers which may prevent them from thinking that a Welsh medium education is suitable for their children. We also warmly welcome older pupils who select Welsh-medium education and will provide additional linguistic support.

Sustainable Communities for Learning Programme – Flintshire County Council's capital investment programme, in conjunction with the Sustainable Communities for Learning programme, will continue to be developed and delivered in light of the requirements of the WESP in order to secure improvements in the quality of the schools estate to raise outcomes for all learners, including those in the Welsh medium sector.

Objectives:

By working in partnership with schools, stakeholders and other providers we will: -

- actively provide parents with clear information about the advantages of Welsh-medium education and the opportunities which exist within Flintshire; explaining clearly that:
 - (a) all parents/carers in Flintshire are entitled for their children to take advantage of this opportunity
 - (b) all children are welcomed warmly into our designated Welsh-medium schools
 - (c) parents/carers with little or no Welsh will be encouraged to consider Welsh-medium education as a possibility for their children and receive advice from the authority on how to support their children on their educational journey
 - (d) children from mainly English speaking homes in Welsh-medium education will receive practical advice on how to support their children
 - (e) in planning for future teaching models e.g. blended learning, schools will explicitly plan to support families with limited Welsh-language skills
 - (f) in planning for the new curriculum schools will provide strong structures to support families and extend the parent/carers understanding of their children's educational experiences
 - (g) there are intellectual advantages to being bilingual/multi-lingual
- work with stakeholders to increase significantly the number of pupils who receive their education through the medium of Welsh in the current designated Welsh-

medium schools in the County (5 primary and 1 secondary) and enhancing this through: -

- (a) increasing the provision for Welsh medium education including early education services
 - (b) Further developing a more effective immersion system to achieve an increase of pupils entering Ysgol Maes Garmon through the 'Trochi' scheme, year on year. This is a purpose-designed key stage 3 immersion programme for pupils from English medium primary schools who choose to transfer to Welsh medium secondary education
 - (c) Increasing numbers of pupils entering Welsh medium in Year 2-Year 6 by the provision of a specifically designed immersion programme. Where a latecomer arrives at a primary school in Key Stage 2, the authority has an intensive 10 week language programme that is delivered in the school by an appropriately skilled member of staff who is supported by a member of the Welsh Advisory Team
- Work with schools and through the Regional School Improvement Service (GwE) to develop an effective programme of continuous professional development opportunities for the education workforce which will increase the number of practitioners within the Welsh-medium sector. This will also ensure:
 - (a) equal opportunity of CPD for practitioners within the Welsh-medium sector
 - (b) a wealth of expertise in curriculum and managerial areas to support the development of Welsh-medium education
 - Work with schools to raise standards for all learners:
 - (a) in the Welsh-medium sector (Welsh First Language and subjects taught through the medium of Welsh across the curriculum)
 - (b) in the English-medium sector (where Welsh is taught and promoted as a second language)
 - Ensure elected members, officers, headteachers and governors (Welsh-medium and English-medium) have full knowledge and understanding of the nature of Welsh-medium education and that this message permeates through all aspects of the Council's work
 - Safeguard and increase the current provision, ensuring that any developments in the School Modernisation Programme benefit the Welsh language and Welsh-medium education
 - Work with existing Welsh-medium schools that are under-capacity to attract parent/carers to choose their schools for their children

Flintshire 5 year Welsh Language Promotion Strategy (2019 -2024)

As a local authority, our strategy recognises that we have a responsibility and a duty as a community leader to promote, support and safeguard the Welsh language for the benefit of present and future generations. We are committed to taking action to achieve this. The aim of the plan is focused on supporting an increase of the current level of Welsh speakers from 13.2% within the county to 15% over the 5 year period. Our longer term vision, post 2024, is to increase the number of Welsh speakers to create a bilingual county where Welsh language is a natural part of everyday life.

Local Development Plan - the Council's Local Development Plan (LDP) will shortly be agreed, this includes strategic, candidate sites and windfall sites site for additional residential housing across Flintshire. Each new site, when developed, will generate a pupil yield, It is hoped that a percentage of this pupil yield will choose their education through the medium of Welsh.

Flintshire Flying Start Expansion Plan – our expansion plan is closely aligned with this Welsh Education Strategic Plan to ensure the necessary links are made to strengthen the provision of Welsh language services in Flintshire. In particular through increasing the number of:

- (i) individual Welsh medium places
- (ii) the number of Welsh medium settings in the local authority area

Welsh Strategic Forum:

Flintshire County Council has a well-established and effective Welsh Strategic Forum. This meets termly, with work programmes developed through its three sub-groups (Provision, Standards & Workforce). The Forum's remit is to:-

- Support council officers to develop the Welsh in Education Strategic Plan which includes challenging targets and performance measures to achieve success
- Monitor the implementation of the WESP and evaluate success in achieving its objectives
- Ensure appropriate cross-referencing is made to other plans and strategies – locally, regionally and nationally as determined by Welsh Government regulatory requirements
- Provide support and challenge to all partners on the implementation of the WESP particularly schools including workforce and governors

- Provide good quality Welsh-medium education provision strongly advertised to parents/carers to encourage high level of take up
- Provide feedback to the Council's leadership and elected members on the priorities within the WESP through the appropriate means e.g. Cabinet, Education, Youth and Culture Overview & Scrutiny Committee
- Work closely with relevant bodies and partners, including neighbouring local authorities to improve the success of the WESP in achieving its objectives
- Work with the 5 other Councils within Group 4 to achieve our WESP targets.
- Provide a forum for information sharing and the dissemination of best practice
- Reach out to other authority's WESP Forum groups to support/challenge each other by sharing good practice and investigating common challenges

Flintshire County Council is pursuing an ambitious plan for the development of the Welsh language and Welsh medium education and is seeking to continue to build effectively on its delivery of a highly successful Urdd Eisteddfod in May 2016.

The Council has very effective working relationships with key partners in the Welsh sector e.g. Mudiad Meithrin, Menter Iaith Fflint a Wrecsam, the Urdd and Coleg Cambria and this joint working is the cornerstone of the delivery of our Welsh in Education Strategic Plan. The Welsh Strategic Forum provides effective support and scrutiny and underpins the whole process of the plan's delivery.

Local authorities have a statutory duty under Section 10 of the Learner Travel Measure (Wales) 2008 to promote access to education and training through the medium of Welsh. Flintshire County Council meets the requirements of Section 10 of the Learner Travel Measure (Wales) 2008. The Council's School Transport Policy includes provision for pupils of compulsory school age to be provided with free transport to Welsh Medium schools in accordance with the distance criteria set out in the Learner Travel Measure, i.e. 2 miles for primary age children and 3 miles for secondary. This includes provision of free transport to Welsh medium schools outside the County if appropriate, subject to the school being the nearest school with places available to the learner's home address. Accessibility to education through the medium of Welsh is facilitated by the provision of a network of suitable transport routes and travel times are not excessive.

Free transport is provided to learners who wish to access post 16 courses at the local authority's Welsh medium Secondary School. The policy also includes

providing free transport to educational establishments in neighbouring authorities if appropriate, if the courses being followed are at sites over 3 miles and are nearest to the learner's home address.

Capital Programme:

Cabinet level political support for expansion of Welsh medium education capital programme continues strong and committed.

- Ysgol Glanrafon, Yr Wyddgrug
- Funded primarily from Welsh Government Welsh Medium and Childcare Offer Grants
- Project tendered through the North Wales construction partnership
- Constructor started on site 23rd November 2020
- Project completed Easter 2022

Ysgol Croes Atti, Glannau Dyfrdwy

- Further capital investment secured for Ysgol Croes Atti Glannau Dyfrdwy site to refurbish learning environment continues to attract pupils in Deeside area into Welsh medium education. Cabinet approved new build for Ysgol Croes Atti as part of the Sustainable Communities for Learning Programme Strategic Outline Plan Band B. Pupil roll at Ysgol Croes Atti Glannau Dyfrdwy continues to grow. At Ysgol Croes Atti, Shotton, there are 77 full time pupils in Reception to Year 6. There are an additional 5 nursery children. The first cohort reached Year 6 in 2021
- Funded from Welsh Government Childcare and the Sustainable Communities for Learning Programme (WG 65%/FCC 35%) and forms part of a wider Childcare programme tendered through the North Wales construction partnership

Investment in Welsh medium schools beyond the current investment programme

The Council will be considering future projects and further investment in the Welsh Medium estates as part of its strategy for Welsh Government Sustainable Communities for Learning Programme band C (and any other funding streams which may be available)

Welsh in Education Strategic Plan ten year targets

The Welsh in Education Strategic Plans (Wales) 2019 Regulations make provisions requiring a local authority to design their plans on the basis of a target. We are required to set a ten year target outlining the expected increase in Year 1 children who are taught through the medium of Welsh in Flintshire.

Councils have been grouped by Welsh Government into different categories reflecting the current similarities and differences between the 22 local authorities in Wales. The factors considered when grouping included the percentage of learners taught in Welsh in an area; the models of Welsh-medium education provision adopted and the linguistic nature of the area. For this purpose Flintshire has been placed in Group 4.

Group 4: 12 per cent or fewer of Year 1 children in these local authorities were being taught through the medium of Welsh in 2017/18. There is a choice between Welsh-medium education and English-medium education in these local authorities.

Welsh Government has established a lower range and an upper range target for Flintshire. This represents a 6 percentage point increase (lower range) and 10 percentage point increase (upper range) in the number of Year 1 pupils being taught through the medium of Welsh. Whilst the lower range is the minimum to be achieved, the upper range should not be treated as a maximum.

Flintshire ten year target:

We will need to look to increase the number of Year 1 pupils being taught through the medium of Welsh to between 225 and 295 pupils over the ten years of this plan.

2019/2020	2031/2032 Target Lower Range	2031/2032 Target Upper Range
Number 105	225	295
Percentage (%) 6	13	17

Cabinet Approval:

The plan was approved by the Cabinet of Flintshire County Council and its Overview & Scrutiny Committee as part of the consultation process in spring 2022.

Numbers in Welsh medium education in Flintshire September 2021

School	Year	Number on Roll	Capacity	Percentage (%)	Empty Spaces (%)
Ysgol Maes Garmon	2017	506	711	71.17	28.83
Ysgol Cymraeg, Mornant	2017	32	81	39.51	60.49
Ysgol Terrig, Treuddyn	2017	53	93	56.99	43.01
Ysgol Gwenffrwd, Holywell	2017	166	256	64.84	35.16
Ysgol Glanrafon, Mold	2017	283	309	91.59	8.41
Ysgol Croes Atti, Flint	2017	168	207	81.16	18.84
2017 TOTALS		1208	1657	72.90	27.10
Ysgol Maes Garmon	2018	537	711	75.53	24.47
Ysgol Cymraeg, Mornant	2018	39	81	48.15	51.85
Ysgol Terrig, Treuddyn	2018	54	93	58.06	41.94
Ysgol Gwenffrwd, Holywell	2018	170	256	66.41	33.59
Ysgol Glanrafon, Mold	2018	287	309	92.88	7.12
Ysgol Croes Atti, Flint	2018	214	207	103.38	-3.38
2018 TOTALS		1301	1657	78.52%	21.48%
Ysgol Maes Garmon	2019	529	711	74.40	25.60
Ysgol Cymraeg, Mornant	2019	40	81	49.38	50.62
Ysgol Terrig, Treuddyn	2019	53	93	56.99	43.01
Ysgol Gwenffrwd, Holywell	2019	155	256	60.55	39.45
Ysgol Glanrafon, Mold	2019	294	309	95.15	4.85
Ysgol Croes Atti, Flint	2019	223	207	107.73	-7.73
2019 TOTALS		1294	1657	78.09	21.91
Ysgol Maes Garmon	2020	557	711	78.34	21.66
Ysgol Cymraeg, Mornant	2020	45	81	55.55	44.44
Ysgol Terrig, Treuddyn	2020	62	93	66.67	33.33
Ysgol Gwenffrwd, Holywell	2020	150	256	58.59	41.41
Ysgol Glanrafon, Mold	2020	296	309	95.79	4.21
Ysgol Croes Atti, Flint	2020	231	207	111.59	-11.59
2020 TOTALS		1341	1657	80.93	19.07
Ysgol Maes Garmon	2021	572	711	80.5	19.55
Ysgol Cymraeg, Mornant	2021	54	81	66.67	33.33
Ysgol Terrig, Treuddyn	2021	83	93	89.25	10.75
Ysgol Gwenffrwd, Holywell	2021	149	256	58.2	41.80
Ysgol Glanrafon, Mold	2021	327	309	105.83	-5.83
Ysgol Croes Atti, Flint	2021	234	207	113.04	-13.04
2021 TOTALS		1419	1657	85.63	14.37

Outcome 1:

More nursery children/ three year olds receive their education through the medium of Welsh

Where are we now?

Supporting statement:

Each Welsh medium primary school in the county has very strong links with a playgroup affiliated to, or run directly by, Mudiad Meithrin. Of the seven registered providers, five are co-located on the same site as a school and two are based in the local community. Each of these playgroups is also registered with the local authority to deliver the part time education offer for three year olds, known locally as 'Early Entitlement'. These two factors are a strength in ensuring that virtually all children transfer from Welsh playgroup provision into school nursery classes in the Welsh medium sector.

One of the most recent groups to be established, Cylch Garden City, right on the border with England, has grown initially from a Welsh medium Flying Start provision and has become an Early Entitlement provider. An ongoing priority of this WESP will be to increase the numbers from this Cylch choosing Welsh medium education. The Cylch provision in Buckley is already very successful, attracting large numbers of children whose parents/carers report will move on into nursery/statutory education in the Welsh-medium sector.

Current situation:

All requests for Welsh medium school places in Flintshire in 2019-20 were granted. The Childcare/Early Education offer was fully rolled out across Flintshire and all parental requests for Welsh Medium provision have been met. Take up numbers dropped initially in Mudiad Meithrin settings due to Covid-19 closures but after a strong publicity campaign the pupil numbers are growing again. During the year Mudiad Meithrin provided a range of support for parents and children including on-line and outdoor based activities.

Number of children attending the Cylchoedd Meithrin

Numbers	2015/16	2016/17	2017/18	2018/19	2019/20
Number of children	260	208	222	242	210

Percentage of children transferring from the Cylch Meithrin to a Welsh-medium primary school

%	2015/16	2016/17	2017/18	2018/19	2019/20
% transferring to Welsh medium education	88.7	86.4	88.5	93.3	93.9

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

Aims:

- Create a new Welsh-medium primary school in the Buckley/Mynydd Isa area in order to take advantage of the successful enrolment of young children at the Buckley Cylch established in 2019
- All English medium schools in Flintshire significantly increasing the amount of Welsh being taught in their provision. Schools ultimately moving along the categorisation model that is finally determined by Welsh Government
- Expanded Welsh medium early years services within Flintshire

To achieve this outcome:

- Encourage parents to select Welsh medium education post nursery by providing good quality provision at statutory level
- Communicate clearly and positively with parents/carers about Welsh medium provision in Flintshire
- Continue to provide additional funding to Mudiad Meithrin as a strategic partner of the Council to support an officer post which focuses on increasing numbers into Welsh medium childcare, early years education and then full time education
- Continue through the Family information Services and all other partnerships in Flintshire to advertise parent and baby / toddler sessions such as Cymraeg I Blant and Cylchoedd Ti a Fi Sessions to a wide audience

- Continue to work with Mudiad Meithrin to promote Welsh medium early years services, childcare and early education
- Work in conjunction with the Childcare Team and the Childcare Sufficiency Assessment to ensure development and promotion of Welsh medium services through Mudiad Meithrin

Where do we expect to be at the end of our ten year Plan?

- All English medium schools have increased the amount of Welsh being taught
- A number of schools have moved along the language categorisation model
- A new Welsh medium school established in the Buckley/Mynydd Isa area including early years and wrap around care with pupil numbers increasing year on year
- A Welsh medium school with fully integrated childcare services being delivered within all major towns in Flintshire

Key Data

In 2020-21 a total of 84 three year old children were educated through the medium of Welsh. This represented 5% of all 3 year old children educated.

Numbers and % of 3-year olds receiving their education through the medium of Welsh

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
105	6	115	6.5	125	7.1	130	7.3	140	7.9
2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028		2027 - 2028	
150	8.5	160	9	180	10.2	205	11.6	230	13.3

Outcome 2

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

Where are we now?

Supporting statement:

Flintshire's strategy for increasing the number of reception class children/five year olds being taught through the medium of Welsh is a long term one. It focuses on

parents choosing the route of Welsh medium education for their children at the outset of their educational journey at Cylch/playgroup level. This approach is dependent on providing quality information to new parents about the benefits of their children being bilingual in Welsh and English, even if parents are not Welsh speaking themselves. It requires the Council to use a range of strategies and work effectively with its key partners to provide quality information to parents about the family/early years' services that available across the authority to support them engaging in Welsh language provision. Only by helping parents to make an informed choice, by making quality Welsh pre-school services accessible and addressing any misconceptions or removing potential barriers, will more English speaking parents consider Welsh medium education for their children. Similarly, it is vital that parents from Welsh speaking backgrounds recognise the value of being bilingual in today's world and send their children into the Welsh medium system.

Current situation:

Flintshire currently has five primary schools and one Welsh secondary school delivering Welsh medium education, spread geographically across the authority:

- Ysgol Mornant, Gwespyr Picton *
- Ysgol Gwenffrwd, Holywell
- Ysgol Croes Atti Flint including the Glannau Dyfdrwy satellite, Shotton
- Ysgol Glanrafon, Mold
- Ysgol Terrig, Treuddyn
- Ysgol Maes Garmon, Mold (secondary)*

*In 2016, Ysgol Mornant and Ysgol Maes Garmon created a federation – Cwlwm – to protect and strengthen Welsh medium provision in the rural north area of Flintshire. This approach has been taken by the governors of both schools with the full support of the County Council as Ysgol Mornant had met the triggers within the Council's School Modernisation Strategy for review and possible closure.

Each Welsh medium primary school in the county has very strong links with a playgroup affiliated to, or run directly by, Mudiad Meithrin. The recent Cylch provision in Buckley is very successful attracting large numbers of children whose parents/carers report will move on into nursery/statutory education in the Welsh-medium sector rather than transfer to the nearest English medium school.

Flintshire County Council completes Childcare Sufficiency Assessments and Demand Surveys for Welsh medium education when appropriate in accordance with the regulations and uses this information to plan for future needs. The last Welsh medium demand survey was conducted in 2013 and the data was used to successfully create additional Welsh medium provision in the Shotton area through the opening of the Glannau Dyfdrwy satellite of Ysgol Croes Atti, Flint in September

2014. We aim to explicitly target areas where there is a perceived lack of interest in Welsh Medium education and actively engage with parents/carers to promote the benefits of bilingualism.

Flintshire County Council was an early implementer of the Welsh Government's pilot scheme for providing 30 hours of free childcare/early education. The Childcare offer is now fully rolled out across Flintshire.

In Flintshire latecomers into the Welsh medium sector under the age of seven are placed directly into the appropriate Foundation Phase class for their age as the authority has an 'immersion' approach for learners aged 3-7 in all Welsh medium schools. The vast majority of learners in Welsh medium schools come from English speaking homes anyway and so are also new to the language. There is a structured and progressive approach to learning Welsh as these children move through their Foundation years.

In response to local demand for Welsh medium education in the Shotton area, the local authority was able to utilise a school building freed up by an amalgamation/new build in the English medium primary sector to create additional Welsh medium provision. Ysgol Glannau Dyfdrwy, under the leadership and governance of Ysgol Croes Atti, has operated successfully since 2014 and the first Year 6 cohort will move to secondary education in 2022. The Council and school plan to mark this significant event and publicise this achievement as part of our strategy to promote Welsh medium education across the county. The commitment and enthusiasm of the headteacher and governors has been a key factor in creating this new provision and drawing in pupils from a traditionally English speaking area. Embedding and extending this provision in Shotton to increase the numbers of pupils in the Welsh medium sector remains a key priority within the WESP. Developing more Welsh medium provision in other areas of the County remains part of our future school modernisation strategy.

Flintshire County Council needs to ensure there are a sufficient number of school places, of the right type (which would include Welsh medium), in the right locations. This is not straightforward in that there are a large number of surplus school places in some areas of the county, whilst other areas don't have enough places to meet the local demand. In other areas, school populations are sustained by children and young people from outside the local area through parental preference. The need to maintain a large number of ageing school buildings and the supporting infrastructure is unsustainable in the current financial climate. The Council, in forming its priorities for capital investment, references national and local policies e.g. maintaining and sustaining the Welsh Language, Admissions, Transport and Inclusion and Additional Learning Needs); demographical data; asset management data relating to suitability and condition and pupil projections to form priorities for capital investment, including

the use of 21st Century Schools funding and the Council's school modernisation funding.

Flintshire's challenge remains surplus places in the Welsh medium sector rather than a lack of capacity. The challenge is to attract children to these schools through reaching out to parents/carers, highlighting high standards, good quality school buildings fit for the new curriculum and the benefits of being bilingual.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

Aims:

- Welsh medium provision extended in line with the Capital build programme
- Completion of the development of Ysgol Glanrafon site in Mold
Ysgol Glanrafon full time capacity from 309- 356 (Sept 2022) when complete
- Completion of development of Ysgol Croes Atti on new site at Oakenholt.
Full time capacity increased from 207 – 240 on construction of new school, however, the new site has the potential to have a capacity of 420 FT to allow for future expansion
- Further capital development in Buckley/Mynydd Isa for new primary provision

To achieve this outcome:

- Flintshire County Council will continue to work innovatively and effectively with key partners such as Menter Iaith Fflint a Wrecsam, Mudiad Meithrin, Flying Start, Family Information Services and the local Health Board to provide quality information to parents about local Welsh language services. An excellent example of this joint approach has been the development of the county's website championing Welsh Medium education and signposting to other partnerships.
- The Council is continually seeking innovative ways to increase Welsh Language uptake in the school network. We continue to consider dual language stream provision as it is widely accepted in other LAs in the region and across Wales. Creating alternative models of provision would provide viable alternatives and could support areas where demand is insufficient to set up a new school. It could also provide an alternative model to support schools which are considered too small to be sustainable under the Council's School Modernisation Strategy but where there could be some limited demand for Welsh medium provision.

- Flintshire’s WESP Forum responded to the Welsh Government’s draft Consultation on future categorisation of schools in 2021. We continue to encourage English medium schools to consider changing their language status, based on the level of Welsh used as the language of instruction. We will encourage governing bodies to have a new dialogue with all their stakeholders at school and plan for an increase in Welsh provision within their school as appropriate to their school Improvement plans especially where teachers have attended the Welsh Government sabbatical scheme and have the required skills in increase Welsh medium provision on their return to school.
- Further develop effective partnership working with Welsh Government, Menter Iaith Fflint a Wrecsam, Mudiad Meithrin, Flying Start and other childcare providers to deliver high quality and accessible Welsh pre-school services to advocate the benefits of being bilingual and encourage parents to make an early choice to access a Welsh medium education.
- Ensure current providers of Welsh medium education are high performing schools (learner outcomes/ /Estyn reports/local reputation) to attract parents to choose Welsh medium and ensure they remain in Welsh medium education

Where do we expect to be at the end of our ten year Plan?

- Reduced surplus capacity in Welsh medium schools particularly in the more rural areas of the county
- Newly built Welsh medium primary schools in two Flintshire towns to replace current buildings which are old and in poor condition to enhance the offer to local parents and also increase pupil capacity
- A new primary school build in the Buckley/Mynydd Isa area to offer a local Welsh medium option.
- Higher numbers of pupils in Welsh medium reception classes.

Key Data

In 2020-21 a total of 119 5 year olds were educated through the medium of Welsh. This represented 7% of all 5 year old children educated.

Number and % of 5 year olds educated through the medium of Welsh.

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
130	7.6	140	8.2	150	8.8	160	9.4	170	10
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
185	10.9	190	11	205	12	220	13	255	15

Outcome 3

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

Where are we now?

Supporting statement:

As part of its long term strategy to ensure learners continue to improve their language skills, Flintshire carefully monitors the transfer rates at every point of transition on a child's educational journey through the Welsh medium sector and has intervened when transfer rates appear to have dropped e.g. encouraged focussed activities through the local Urdd provision to promote Welsh and Welsh medium secondary education. The authority's aim is to ensure that every child who enters Welsh medium early years provision completes their education in a Welsh medium secondary school.

Having very close links between the Welsh medium playgroups either on school sites or close by within the local community encourages very good rates of progression into school nursery classes. The provision of wrap around care in these groups also supports working parents when the nursery education offer is only part time and can often be a barrier to full participation. As each Cylch provides part time early education for three year olds prior to nursery admissions, (Early Entitlement) there are very strong links between local Mudiad Meithrin officers and Early Entitlement Advisory Teachers. Mudiad Meithrin are represented and actively participate on the statutory Early Years Development and Childcare Partnership and the Early Entitlement Partnership Board, ensuring a strong voice for Welsh medium education and excellent working relationships with the local authority. This successful joint working helps to provide a seamless route for parents and their children to move from Welsh pre-school to Welsh early education provision.

Analysis of the progression rates from Welsh medium primary to secondary school over time has shown that the vast majority of pupils do remain within the Welsh language system but a few are lost due to various reasons:

- family moves for work commitments
- some pupils at the northern end of the authority moving to Prestatyn High School (English medium) rather than Ysgol Glan Clwyd (Welsh medium)
- a very small number pupils transferring into the private sector (English medium) over the border
- traveller families withdrawing their children from secondary education at the point of transition

For many pupils from Welsh medium primary schools, Ysgol Maes Garmon in Mold is their secondary school of choice. However, in the northern end of the authority, a number of pupils transfer to Ysgol Glan Clwyd in Denbighshire so this still means they are retained within the Welsh medium sector. It is hoped that the federation between Ysgol Mornant (right on the border with Denbighshire and close to Prestatyn) and Ysgol Maes Garmon in Mold, will encourage more pupils to remain within Welsh medium education and choose to attend Flintshire's Welsh medium secondary school. However, as in all admission processes, parents continue to be able to express a preference for a place at any secondary school.

Support for latecomers

At the current time, where a latecomer arrives at a primary school in Key Stage 2, the Council has developed an intensive 10 week language programme that is delivered in the school by an appropriately skilled member of staff who is trained and supported by a member of the LA's Welsh Advisory Team. This programme is delivered within the child's own school so that they are learning the language surrounded by their peers and a familiar environment, rather than attending a specialised centre elsewhere. This programme has been proven to be very successful and cost efficient as the current number of late comers into Flintshire does not make an immersion centre model financially viable. It also builds long term capacity within the school to deal with latecomers in the future.

At Key Stage 3, there is a purpose-designed immersion programme for pupils from English medium schools who choose to transfer to Welsh medium secondary school (Trochi) so any late comer to this phase would be included in this programme.

In 2021, Welsh Government allocated £2.2m to support Welsh-medium late immersion provision in schools and each local authority had the opportunity to apply for up to £100,000 of funding. This grant funding has enabled us to enhance and develop our provision in order to have capacity to respond to any growth in latecomer numbers. We have developed an online platform for our learning programme, enhancing the online blended learning provision developed through the pandemic. We are improving signposting for parents at council and school level, to suitable provision, resources and support. We have used elements of the grant to develop and implement a programme for the intensive re-immersion of learners following Covid 19. We are currently awaiting a decision on our application for further funding from Welsh Government to support this work for the next three years.

The Childcare/Early Education offer has been fully rolled out across Flintshire and all parental requests for Welsh Medium provision have been met. Take up numbers dropped initially in Mudiad Meithrin provision due to Covid-19 closures but after a strong publicity campaign the pupil numbers are growing. During the year Mudiad Meithrin provided a range of support for parents and children including on-line and outdoor based activities. Siarter Iaith, the Welsh Language Charter, work continues with all of Flintshire's 5 Welsh medium primary schools achieving Gold by 2020. This is the main vehicle for increasing higher standards in Welsh with its focus on extending the use of pupils' Welsh in a social context. The requirement to involve all members of the school community including the whole workforce, parents, governors and the community will ensure widespread commitment and ownership.

As an English border county with a small number of Welsh medium schools, extending the quality of the language skills of Welsh learners in English medium schools is a key priority to contribute to the WG target of a million Welsh speakers. Cymraeg Campus plays a large part in this process and is supported by Flintshire's Welsh advisory Team.

Current situation:

- In September 2022 the first learners from Ysgol Croes Atti at Glannau Dyfrdwy will transition to Ysgol Maes Garmon.

- In September 2021 96.4% of pupils transitioned to Welsh Medium secondary schools (84.95% pupils to Ysgol Maes Garmon and 11.49% of pupils in the north of the County to Welsh medium provision in Denbighshire).

- Number of latecomers to Welsh medium primary provision:
 - 2020/ 21 | less than 5 pupils
 - 2019/20 4 less than 5 pupils
 - 2018/19 6 pupils

- Number of pupils who have participated in the Trochi immersion programme:
 - 2018 – 12 pupils
 - 2019 - 8 pupils
 - 2020 - 9 pupils
 - 2021 –14 pupils

All requests for Welsh medium school places in Flintshire in 2019-20 were granted.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

- To have a mechanism in place to monitor linguistic progression of children as they transfer from one stage of their statutory education to another
- To have a system in place to monitor transfer rates between one year group to another and have a system to address these issues promptly
- To have a system in place across Flintshire schools to promote linguistic development from primary to secondary school with parents/carers
- To ensure schools have sufficient support in place to enable them to meet required educational and linguistic outcomes by 2032

To achieve this outcome:

- Continue to develop the Welsh cluster model – with schools working collaboratively. Bespoke support provided for each cluster
- Use data from the School Workforce Census and other sources to continue to identify staff for Welsh Language training
- Work collaboratively with other neighbouring authorities in ensuring consistent expectations when preparing for the Cymraeg requirements of the new curriculum
- Work collaboratively with schools in their preparation and when implementing the Cymraeg requirements of the new curriculum
- Continue to support the workforce in schools through the work of the Flintshire Welsh Advisory team
- The WESP Forum will take into consideration the national picture on the impact the Sabbatical Teachers scheme has on the use of Welsh as a medium to teach in English medium schools. Flintshire Sabbatical teachers will continue to receive support from a member of the Welsh Advisory team. Headteachers of schools with newly returned Sabbatical teachers will continue to be contacted to assess impact on standards of Welsh.
- Make effective use of the Welsh Government Welsh medium late immersion grant to build on our immersion language programmes by developing an online platform

- Brand our provision and online presence for both primary and secondary to be modern, state of the art that will attract and inspire the user to continue their Welsh language journey in a planned, approachable and thorough manner
- The WESP Forum will continue with considering the possibility of developing dual language provision in Flintshire
- Local member support strong for school re-organisation in Mynydd Isa which will release another school building of good quality to provide Welsh Medium education in the last major town in Flintshire
- Pupils who are latecomers into Welsh Medium Education are fully integrated
- The 10 week immersion programme is continuously reviewed and adapted to ensure accessibility for learners

Where do we expect to be at the end of our ten year Plan?

- To have further developed a mechanism to monitor linguistic progression of children as they transfer from one stage of their statutory education to another
- To have evaluated results of the monitoring of transfer rates between one year group to another and have a system to address these issues promptly
- To have further developed a system at cluster level to promote linguistic development from primary to secondary school with parents/carers
- Fully established a sustainable immersion provision to support late comers
- An enhanced key stage 3 immersion programme which is delivering 30 pupils per year from English medium primary to Welsh medium secondary education
- Pupil outcomes in Welsh Language have improved across all phases

Outcome 4

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

Where are we now?

Supporting Statement:

Flintshire has one Welsh medium secondary school, Ysgol Maes Garmon which offers the opportunity for every learner to study for assessed qualifications in Welsh first language and all subjects, with the exception of English Language and Literature, through the medium of Welsh.

All Key Stage 4 learners follow a Learning Pathway aimed at 5 or more qualifications at Level 1 or Level 2. 100% of learners, at key stages 3, 4 and 5, undertake qualifications through the medium of Welsh.

Maintaining a broad curriculum requires methods of working collaboratively. Due to the location of the school, collaborative working at key stage 4 level for Welsh medium courses can be challenging as travelling time can impact significantly on contact time.

In September 2022 the first learners from Ysgol Croes Atti at Glannau Dyfrdwy will transition to Ysgol Maes Garmon.

At KS5, collaborative arrangements can be challenging to achieve and sustain. From September 2021 the previous arrangement for pupils of Ysgol Maes Garmon to travel to Ysgol Morgan Llwyd or Ysgol Glan Clwyd has been phased out for A levels in Drama and Media Studies. Use of video conference facilities at Ysgol Maes Garmon allow for Coleg Meirion Dwyfor tutors to deliver A level courses in Sociology, Psychology, Government and Politics and Law through the medium of Welsh. In September 2021 Ysgol Maes Garmon began delivering AS Spanish as part of the E-sgol scheme and has ambitious plans to develop this further.

100% of all learners at Ysgol Maes Garmon study and sit external exams through the medium of Welsh. The challenge is to increase the number of pupils in the school overall and this must be achieved by improving the percentage of Welsh medium take up at primary school level and those pupils then making the transfer into Welsh medium secondary education.

An important strategy is to increase the numbers of pupils from English medium primary schools joining the Trochi immersion course into Ysgol Maes Garmon for Year 7. This kind of increase will only be secured if young people and parents can be convinced that there is sound evidence of potentially enhanced opportunities for further training or employment if an individual can offer fluency in Welsh.

Local intelligence suggests that there is a growing need for Welsh medium speakers in the care and early years' sectors and in public services e.g. education, health, police, prison service etc. If appropriate courses could be identified and funded

through a partnership approach between the post sixteen providers in the North East region including Coleg Cambria, these would create career pathways for young people and retain them locally for the employment market where there is currently a Welsh language skills gap. This would also increase the opportunity to work with groups such as the Urdd or Mudiad Meithrin to provide relevant work experience to youngsters to support their academic study and raise their aspirations to develop a career where their Welsh language skills would be a real asset.

Recent challenges include:

- progress impeded by Covid-19 restrictions in delivering Trochi transition course, however on-line support provided by Authority's Welsh Advisory team effectively filled this gap
- recruiting teaching staff with excellent skills in teaching, especially to teach specialist subjects through the medium of Welsh at KS4 and KS5
- recruiting Welsh language teachers in English medium schools

Current situation:

Covid-19 provided an additional level of challenge for non-Welsh speaking parents supporting their children's learning from home. Additional support was provided by producing bi-lingual programmes of study and targeting individual learners for catch up sessions. 4 pupils transferred to English Medium secondary school during the period of the pandemic. Attendance at online lessons was very good as support staff monitored registers and contacted families to encourage attendance. Vulnerable pupils were identified and invited into school regularly. This course of action saw an increase in engagement over the lockdown period.

An intensive whole school programme of language, literacy and Welsh was delivered during the summer term of 2021 to retrieve lost learning and language due to the pandemic.

In September 2021, a number of KS4 learners enrolled on a BTEC L2 agricultural course at Llysfasi College. GCSE Drama will be assessed for the first time in Summer 2022. This course provides creative and expressive opportunities for learners through the medium of Welsh and encourages them to appreciate Welsh culture. A natural progression to this course would be a Level 3 qualification in Performing Arts.

Ysgol Maes Garmon has been participating in a language project known as PCAI which is designed to increase language usage of young people in the secondary sector. The key objectives are to build upon the previous work of the project and to

ensure it links in and builds upon the Starter laith programme in primary schools in order to offer a continuation of support to pupils during their educational journey. This will be an ongoing priority through the WESP to ensure maximum impact on the standards of Welsh being used by young people in secondary school.

Flintshire’s current position and targets relating to the percentage of learners entered for GCSE Welsh (first language qualifications), related to pupils entered for :-

- At least two further Level 1 or Level 2 qualifications through the medium of Welsh.
- at least five further Level 1 or Level 2 qualifications through the medium of Welsh

* Note that all of the data here relates to one Welsh medium secondary school, Ysgol Maes Garmon. There is no other type of Welsh medium provision in Flintshire e.g. dual stream.

	Current Position 2021/22	2022/2023	2023/2024	2024/2025
a) Studying at least 2 Level 1 or 2 qualifications	102 pupils	91 pupils	89 pupils	109 pupils
b) Studying at least 5 Level 1 or 2 qualifications	102 pupils	91 pupils	89 pupils	109 pupils

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

Aims:

- Maintain 100% of learners studying for assessed qualifications in Welsh first language and through the medium of Welsh
- Continue to ensure that the maximum numbers of primary pupils in Welsh medium schools continue into Welsh medium secondary education within Flintshire or neighbouring local authorities by promoting the benefits of Welsh language education
- Embedded federation between Ysgol Maes Garmon and Ysgol Mornant, securing higher numbers of primary pupils transferring between the two schools

- Increased number of W2L primary pupils (target of 30) who transfer via the Trochi programme into Welsh medium secondary education

To achieve this outcome:

- Continue to improve the quality of teaching through the medium of Welsh across all subject areas through the professional development of staff by engaging with the Regional School improvement Service, GwE, and through active involvement in professional networks with other Welsh medium schools in the region. This will support the achievement of high standards across the range of KS4 indicators.
- Extend the Trochi programme at Ysgol Maes Garmon to engage with Year 5 pupils in primary schools specifically More Able and Talented (MAT) pupils in Welsh. Also extend Trochi intervention to Year 4 to stimulate interest in pupils and parents in Welsh Medium secondary education
- Develop a recruitment strategy in partnership with schools to increase the numbers in the education workforce with the appropriate Welsh language skills. This will be developed within the context of the Welsh Language Commissioner's Briefing Note 'The Welsh Language and the statutory education workforce in Wales' (August 2020) to meet the future expansion of Welsh medium provision in Flintshire.
- Monitoring of the effectiveness of the Council's website in positively championing Welsh Medium education
- Work collaboratively with Initial Teacher Education (ITE) providers relating to the training of teachers with skills in the Welsh language based on Cymraeg 2050 local and national targets
- Support ongoing collaborative working between Ysgol Maes Garmon and Welsh secondary schools in neighbouring authorities
- Support Ysgol Maes Garmon's further participation in the E-sgol project which aims to expand opportunities for post-14 learners to study courses that would not otherwise be available to them following the introduction of Spanish AS Level in September 2021

Where do we expect to be at the end of our ten year Plan?

- Maintain 100% of learners studying for assessed qualifications in Welsh first language and through the medium of Welsh

- Maximum numbers of primary pupils in Welsh medium schools continuing into Welsh medium secondary education within Flintshire or neighbouring Local Authorities and reflecting growth in primary provision
- Increased number of pupils from English medium primary schools (30) transferring via the Trochi programme into Welsh medium secondary education.

Key Data

Numbers and % of learners studying for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
91	100%	89	100%	109	100%	114	100%	110	100%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
110	100%	110	100%	110	100%	110	100%	110	100%

Outcome 5

More opportunities for learners to use Welsh in different contexts in school

Where are we now?

Supporting statement:

There are five Welsh medium primary schools and one Welsh medium secondary school (Ysgol Maes Garmon) in the authority. It is important to note that the majority (over 83% data from Estyn reports 2015-2020) of the learners in Welsh medium education come from non-Welsh speaking homes. The planning for raising standards of Welsh first language within schools has to take this into account.

Raising the aspirations of young people to be bilingual and the benefits this brings for career development continues to be a priority. Flintshire will work with its partners such as Coleg Cambria, the Urdd and Menter Iaith Fflint a Wrecsam to deliver activities to raise awareness of improved employment opportunities for those with Welsh language skills in the workplace e.g. schools, the local health board, prison service, police, fire and ambulance services, early years provision, care services for the elderly, local government and local employers in the private sector. Flintshire's Integrated Youth Service also plays a pivotal role in this because of the nature of its

provision and high levels of contact with young people in both the Welsh and English sectors across the authority.

Current situation:

The Siarter Iaith in Welsh medium primary schools has had a major impact and its completion to the Gold standard in all Welsh Medium schools is a success.

The roll-out programme of the Siarter for Welsh Second Language, Cymraeg Campus, over the last three years has been a critical part of the authority's plan to improve the quality of Welsh in the English medium sector. All English medium primary schools in Flintshire have adopted the Cymraeg Campus framework. 23 schools have achieved the Bronze award, 4 schools have achieved the Silver award and one school has achieved the Gold award (first in North Wales).

The Welsh Advisory Team provide a range of opportunities for learners to practice and extend their Welsh outside the classroom across all key stages. There are also a range of activities developed between the Urdd, Menter Iaith Flint a Wrecsam and the authority's Youth Service and there are community based clubs to ensure that Welsh used more widely than just in schools. These opportunities will continue to be enhanced and delivered across Flintshire.

Flintshire Integrated Youth Services are committed delivering a high standard of service to the young people and to allow opportunities for them to flourish through the Welsh Language and Culture and to be proud of it.

National support for schools:

During the Covid restrictions an electronic resource 'Gwaith Cartref Cymraeg' was produced by the Welsh Language Unit, Carmarthenshire Council. As encouraged by Welsh Government to share resources, the Council has consulted with parents, schools and Mudiad Meithrin and adopted the resource and personalized it for use with parent/carers in Flintshire. The resource has gone to all schools. We believe it will encourage parents to choose Welsh Medium education for their children.

Urdd Gobaith Cymru:

Urdd Gobaith Cymru is a voluntary children and young people's organisation which provides various opportunities to use the Welsh language and gain experiences outside the classroom and in their communities. All these opportunities are available and include a range of local, county, regional and National activities.

The Urdd is a key partner to realise the WESP within the Council, and a main provider of extra-curricular and community opportunities which increases the use of the Welsh language amongst children and young people.

Community

- Officers provide community arts opportunities throughout the year
- Groups and community clubs for children and young people to enjoy and use the Welsh language
- Digital provision for all ages

Sports

- Community clubs
- Sports competitions – county based, regional and National
- Regional and National sports festivals
- Digital activities
- Physical literacy education provision for schools

Urdd Camps

- Llangrannog, Glan-llyn, Cardiff and Pentre Ifan
- Residential experiences which offer learning experiences, fun and positive memories regarding the use of the Welsh language

Eisteddfod and the Arts

- Cylch and County Eisteddfod which offer opportunities to schools and pupils to experience the arts, develop self-confidence and learn more about the culture and literature of Wales.
- The Urdd National Eisteddfod and being part of a National festival
- Digital arts provision, music, theatre, art and back stage.

Welsh language apprenticeships

- Educational progression and employment for young people who wish to gain qualifications and experience through the medium of Welsh

International

- Peace and Goodwill Message - reaching out a hand of friendship and discussing matters of importance to young people on a worldwide level.
- Specific projects with partners in Ireland, America and Japan
- Opportunities to volunteer and international exchanges

Resources

- Digital Urdd magazines

Youth Officer

Flintshire Council employs a Community Welsh language Officer within its Integrated Youth Provision (IYP) to establish a strong and coherent approach in implementing, promoting and expanding the use of the Welsh Language amongst young people within their communities. The role is to encourage and support young people to confidently express themselves bilingually in their leisure and social time.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

Aims:

- Council staff who come into regular contact with parents/carers champion our key messages regarding Welsh medium education
- Strong progress towards a fully bilingual Integrated Youth Provision service by 2032– through the role of the Welsh Language Officer
- Ways of signposting parents/carers to suitable on-line support regarding Welsh medium education are further developed
- Opportunities clearly mapped for school age children to use their Welsh through working collaboratively with other agencies (LA Youth services, Urdd, Menter Iaith Fflint a Wrecsam, and others e.g. Capel Bethesda)

To achieve this outcome:

- To support school governing bodies to attract, retain and develop staff who are committed to learning or improving their Welsh language skills
- Continue to promote Siarter Iaith (Language Charter) to enhance and develop the use of Welsh outside formal learning, embedding it into today's young people so they sustain the use of the language in the future and choose Welsh medium education for their children when they become parents. Advisory teachers for Welsh and Siarter Iaith coordinator to collaborate with schools regarding the transition to the new national framework for developing the informal use of Welsh.
- To work collaboratively with Initial Teacher Education (ITE) providers relating to the training of teachers with skills in the Welsh language based on Cymraeg 2050 local and national targets
- To work collaboratively with neighbouring authorities
- To work collaboratively with other authorities in Group 4 (in same Welsh Government target group to increase numbers of Welsh speakers); Bridgend, Blaenau Gwent, Torfaen, Monmouthshire, Newport

- The Welsh Language Officer for Integrated Youth Service will:
 - support the development of a bilingual Summer camp
 - introduce a Welsh Language unit as part of the Young Leaders award
 - support the summer Play schemes to introduce the Welsh language without affecting the child's right to play – a Welsh Audit has been carried out Summer of 2021 and staff are actively keen to use the Welsh Language
 - Support the setting up of a Welsh Youth Club in the Rural North area
 - Create Welsh resources for all our youth clubs to use
 - In consultation with the Integrated Youth Provision team, ensure that all paperwork used with young people is bilingual
 - Build strong relationships with training bodies to discuss the importance of the Welsh Language within youth work here in Flintshire
 - Ensure that all staff are confident in signposting young people to suitable Welsh resources and support
 - Support and re-establish Flintshire Youth Council with a fully bilingual ethos.
 - Take a lead on the use of Welsh language on our social media platforms to ensure equal balance between both languages
 - Develop and lead on a new Volunteering Programme that has the Welsh language and culture at the core. As part of the programme we will aim to recruit young people as Community Welsh Language Ambassadors in partnership with Community Councils and Youth Services

Where do we expect to be at the end of our ten year Plan?

- All Council staff explicitly championing bilingualism in Flintshire; Flintshire is a leading workplace that champions and values Welsh language speaking skills throughout
- All primary schools to have fully embedded the Siarter Iaith and all secondary schools to have embarked on the Siarter Iaith journey; building on the success of the work carried out at primary schools
- Welsh Advisory Team and Siarter Iaith coordinator to work alongside schools to ensure this momentum is maintained at all levels and in all schools
- A fully bilingual Integrated Youth Provision
- An embedded youth volunteering programme which actively promotes the Welsh language and culture

- Increased use of the Welsh language in play schemes and youth activities by children and young people
- More extensive web and social media presence to promote the Welsh language and Welsh medium provision for children and young people which is provided by the Council

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

Where are we now?

Supporting statement:

Flintshire County Council is committed to securing the best outcomes for all children including those with Additional Learning Needs (ALN) through our provision and access to specialist support services and intervention through the medium of Welsh.

The Council acknowledges the duties placed on it by the Additional Learning Needs and Education Tribunal (Wales) Act 2018 (ALNET) to implement a bilingual ALN system and to keep its additional learning provision (ALP) under review, giving due consideration to the sufficiency of ALP available through the medium of Welsh and the requirement to make this available wherever possible. The detail of how the Council will meet these duties will be referenced as part of key documents and strategies including the ALN Policy Framework and School Modernisation Strategy and further information regarding the actions in relation to implementation of ALNET are detailed in the Council's ALN Transformation Plan.

The importance of developing bilingual specialist services to support our aims is recognised and staff are being encouraged and facilitated to engage with the Welsh language courses offered through the Council and there has been a positive uptake of these. Where bilingual staff are not available, the Council will continue to broker access to this from neighbouring Councils.

The demand for Welsh medium highly specialist provision is variable and the Council has adopted a proactive response to this in considering these cases on an individual basis and working with providers to develop appropriate packages. The development of the sub-regional services e.g. sensory support (visual and hearing

impairment) has facilitated access to Welsh medium staff across Flintshire and its neighbouring authorities. Developing more extensive partnerships across the region in relation to Additional Learning Needs (ALN) and Well-Being to ensure efficient delivery of services through the medium of Welsh will continue to be a priority within the WESP. The Council will commission a survey of the provision of ALN services through the medium of Welsh to identify where there is effective current provision but also to identify any shortfalls so that this can be addressed. It is likely that the provision of services will need to be developed on a regional basis in order to be sustainable due to the relatively low numbers of numbers of and the need to ensure that the placements offer suitable peer engagement and educational opportunities.

Flintshire has a generic resource for primary aged pupils with ALN based within one of its Welsh medium schools. This resource caters for pupils with a range of learning needs. Funding has been delegated to the Welsh medium secondary school to provide additional resources for pupils within Key Stages 3/4/5.

The maintenance of school placements within a child's locality is a priority for the Council and the development of an outreach service as part of our Portfolio of Pupil Referral provision (Plas Derwen) to support schools to meet a range of behavioural, social and emotional needs is progressing. The importance of the availability of Welsh medium staff as part of this provision is recognised.

The Council recognises the need to upskill school-based staff to ensure they are well-trained and able to respond to a wide range of presenting needs and works in collaboration with GwE to offer an appropriate programme.

A delegated funding mechanism has been implemented to support schools to make their own decisions regarding the appropriate provision and intervention for pupils with Additional Learning Needs, including those in the Welsh medium sector and this will be reviewed regularly to ensure it supports schools to achieve this.

Current situation:

- The situation remains the same in relation to specialist provision, with the Key Stage 2 Generic Resource continuing to be the only designated Welsh Medium Resource across the county. Take up of places within the Resource is low suggesting an alternative model may be required to effectively meet the needs of our pupils.
- The level of Welsh language skills has increased significantly across the Inclusion and Progression Service, with 100% of services having at least one member of staff having some level of skill in this area (Audit 2021). This compares

favourably with the audits undertaken in 2011 and 2016 where this was the case for 83% of the services. There has been a rise in the number of staff reporting themselves as fluent Welsh speakers (10 in 2021, 8 in 2016 and 9 in 2011) and also more notable, in the number of those reported as having some level of Welsh (38 in 2021, 13 in 2011 and 8 in 2011). There are a further 12 members of staff who have engaged or are looking to secure access to training to improve their level of skill in this area.

Challenges remaining:

- Recruitment of specialist key personnel e.g. Educational Psychologists remains challenging and even more so for those with appropriate Welsh language skills.
- Developing the skills of those staff members with some Welsh language skills to be confident and fluent enough to engage fully through the medium of Welsh.
- Meeting the Welsh medium ALP requirements of our children and young people with ALN as outlined by ALNET in a meaningful, sustainable and financially viable.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

- To have fully implemented the new duties and requirements of ALNET across the Council and our schools by 2024
- To have a clear and embedded system in place in relation to the reviewing of Additional Learning Provision (ALP) by 2022
- A strategy to secure the level of Welsh medium provision required, engaging in regional collaboration where appropriate by 2022
- A range of specialist provision is planned/in place to meet the identified needs of children and young people with ALN by 2026
- To provide a structure to upskill central Inclusion team members Welsh language skills through planning following the audit in the autumn 2021 with the long term aim of securing at least one fluent member of staff within each service area by 2022
- To continue to develop the Welsh language skills of ALN teachers and teaching assistants, including staff within Plas Derwen, through further professional development provided by Welsh Advisory Team

- To further develop Welsh language skills of staff based at Plas Derwen

To achieve this outcome:

- Implementation of the local and regional ALN Transformation Plans to implement the new system in line with WG timescales
- Continue to increase access to in-house Welsh medium advice and intervention from the range of specialist services, either through recruitment or individual development or through the extension of regional collaborations
- Provide outreach provision through Plas Derwen (Portfolio of Pupil Referral Units) to support learners to retain their mainstream placements
- Continue to develop the skills of ALNCoS and school-based staff to increase expertise and awareness of how best to meet the wide range of needs presented by learners with ALN
- Enhance the training offer through the development of e-learning ALN modules
- Work flexibly and cooperatively with children/families, partner agencies and providers to develop provision in response to demand. To ensure pupils with ALN access online provision with Welsh resources alongside their peers in school
- Source Welsh language expertise from neighbouring authorities when required for ALN processes
- LA Inclusion workforce to continue to have access to support from Flintshire Welsh Advisory Team (WAT) with resources/teaching strategies as well as their own welsh language skills development
- LA Inclusion workforce to attend Welsh training as part of Performance Management
- Commission a survey on ALN Welsh medium provision to inform service planning in and report to the WESP Forum
- Engage with the Flintshire Welsh Advisory team to analyse the results of the Inclusion & Progression Service and identify a range of interventions to secure further skill development across the teams
- Flintshire Welsh advisory team provide further professional development to school based ALN staff

Where do we expect to be at the end of our ten year Plan?

- Succession planning and training has resulted in an increased availability of staff with the relevant specialist skills and knowledge and the ability to deliver through the medium of Welsh, meeting the service demand
- Equality of access to specialist services and provision for children and young people with ALN

Outcome 7

Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

Where are we now?

Supporting Statement:

Flintshire places a very high priority on delivering or commissioning quality professional development programmes for its school based staff at all levels. The Welsh Advisory Team (WAT) deliver a range of specific training programmes for both the Welsh medium and English medium sectors for teachers and support staff in the primary phase, tailored for Foundation Phase, Lower and Upper Key Stage 2. This is the mainstay of the Council's approach in ensuring a sufficiently language competent workforce and raising standards of pupil achievement in Welsh.

Headteachers continue to identify where professional development is needed for staff in order to improve their Welsh skills and the standards achieved by their pupils. This approach will be continued and over the lifetime of this WESP. Heads will be actively encouraged to use the performance management process to focus on Welsh and to include improvement priorities for Welsh in their school improvement plans.

Particular attention will need to be paid to the professional development of staff in the secondary English medium sector. School leaders continue to express concern about the difficulty of recruiting staff into the English medium sector with the appropriate language and methodology skills to deliver Welsh and achieving high standards of pupil outcomes.

The local authority will continue to work in close collaboration with the regional school improvement consortium (GwE) and other neighbouring authorities to increase the

professional development opportunities for staff to deliver the new specification and local networks are already holding professional meetings to share information and best practice.

Extended opportunities for professional development in Welsh language skills through the use of the Sabbatical schemes has been very successful in Flintshire and remains a core part of the delivery programme. Flintshire alongside Wrexham was the first North Wales authority to pilot a sabbatical programme for Classroom Assistants in Welsh medium schools developed by Canolfan Bedwyr and WG and jointly delivered between them and a member of Flintshire's Welsh Advisory Team. This is to continue to be developed in the WAT's range of on-going support and training to schools

One of the key priorities of this strategic plan must be to raise the awareness of school governors of the Welsh Government's strategy to ensure a million Welsh speakers by 2050 and how the WESP will contribute to this target. As a border county we have historically had some challenges in encouraging school governors and parents of the value of bilingualism. However we have many examples of positive community support e.g. the numbers of pupils now at Ysgol Glannau Dyfrdwy in Shotton.

It is the responsibility of the local authority to ensure that governors understand their statutory responsibilities in relation to the Welsh language and qualifications through targeted training, regular information sharing and the monitoring of provision and outcomes in Welsh in all schools. The WESP operational lead for Flintshire has attended the Flintshire Governors Association meeting where the role of the sabbatical scheme was discussed in detail.

The national Digital Competency Framework for schools, the use of the Welsh Government online learning platform (Hwb) and supporting of digital Apps is having a positive impact on the Welsh standards achieved by pupils and the language competence of the workforce. Flintshire's Welsh Advisory Team are already using Hwb as part of their training by creating Hwb networks where course participants can share resources and provide ongoing support to each other e.g. Welsh language skills teaching for teaching assistants The development of apps to support the Welsh language and teaching methodology are being increasingly used to engage staff and pupils because of their immediacy, accessibility and relevance to the modern world and the further development of these is a key element of Flintshire's strategic plan going forward. During 2020 online and blended learning made increased use of these technologies that are continuously being developed to meet the needs of the new curriculum.

The Council is aware of the severe challenges faced by its schools in recruiting quality teachers and support staff able to deliver the curriculum through the medium

of Welsh. There is evidence of particular challenges in the secondary sector in some subject areas e.g. Welsh, chemistry and physics. The Council will provide Welsh medium schools with appropriate HR support when required in relation to recruitment issues. It also needs to actively promote a positive view of the Welsh medium education sector in Flintshire across the region to attract staff to come and work in the area. The use of the sabbatical scheme for staff in Welsh medium schools has been effective in up-skilling the quality of spoken and written Welsh of support staff who have been recruited into these roles, having undertaken their own education through the medium of Welsh years before, but may have lost confidence or become unfamiliar with the terminology used in schools. A longer term ambition must be to encourage today's secondary school pupils in the Welsh medium sector to retain their use of Welsh and pursue further and higher education courses through Welsh, seeing it as a positive step to develop their career opportunities in the area.

The Workforce Welsh Language Skills Audit was repeated in 2017-18 as part of the regional consortia's approach to develop the workforce to support Welsh in Education. The data gathered informed local and regional planning for staff development. Flintshire has already identified a key area of need within Key Stage 3 where evidence shows that staff need to improve their everyday Welsh language skills and as well developing their understanding and use of subject specific vocabulary. Improvements in this area would ensure that good progress in pupils' language skills achieved in Key Stage 2 is further enhanced at Key Stage 3, providing a stronger platform for success at Key Stage 4.

Developing strong leaders in the Welsh medium sector is another key priority for Flintshire as current numbers accessing the National Professional Qualification for Headship through Welsh and for Welsh medium headship is low.

The regional service, GwE, has developed an innovative continuum of professional development for leadership at all levels, from newly qualified teachers, through middle leadership and ultimately to senior leadership and headship. It will be a target of this WESP to ensure higher numbers of potential school leaders access this programme and progress to headship in the Welsh medium sector, which can be more static in Flintshire because of the smaller number of Welsh medium schools and limited opportunities for promotion.

The Urdd also provide volunteering and accreditation opportunities through the medium of Welsh for young people to develop their skills and knowledge and to develop confidence in their abilities by working as part of a team. Every volunteer is registered on the Urdd database and each volunteer receives a letter of thanks and a certificate to acknowledge their achievement. One of the priorities within the revised WESP will be to further develop opportunities such as these.

In their regular meetings with civil servants in relation to the WESP, Flintshire's senior officers will also encourage Welsh Government to consider national and regional issues in ensuring a suitably linguistically qualified workforce e.g. through ensuring sufficiency of Welsh medium teacher training places in the region and through the use of statutory powers to promote staff competence in the use of Welsh e.g. through regulations related to Performance Management, School Improvement Plans, Annual Reports to Parents and the deployment of the Education Improvement Grant.

In conjunction with GwE and the Welsh Advisory Team, schools requiring additional support for curriculum delivery of Welsh and further professional development of staff to achieve higher outcomes for all learners are identified and targeted. The local authority is also committed to extending its working partnership with other key organisations to provide extended opportunities for staff development and enhanced pupil activities to support higher outcomes in Welsh e.g. Mudiad Meithrin, Menter Iaith Fflint a Wrecsam, Coleg Cambria, Bangor University and the Urdd.

The Urdd and the Council's Youth Service have a strong collaborative working relationship and offer a range of activities through the medium of Welsh or bilingually for young people in and out of school settings. This ensures a close link between the use of the Welsh language in schools and the use of Welsh in the community. The Urdd run a number of community based clubs and projects (Adran and Uwchadran) so that the use of Welsh is extended beyond school boundaries. The Urdd also hold lunchtime Welsh clubs and activities called Clybiau Cinio Cymraeg for children and young people in English and Welsh medium schools to give them the opportunity to developing confidence in using their language skills as part of fun activity. These opportunities will continue to be enhanced and delivered across Flintshire.

We continue to build on the momentum from the successful Urdd Eisteddfod, hosted by Flintshire in May 2016, which achieved some of the highest attendance figures in recent times. This provided a real opportunity for the profile of the Welsh language and the Welsh education system to be raised. It provided an impetus for all schools across the authority to focus on the Welsh language and Welsh culture through their preparations for the event. The target of this WESP will be to secure a long lasting legacy from the Eisteddfod in terms of the higher outcomes achieved by learners and though the number of children coming into Welsh medium education, to secure its future in Flintshire and ensure more children become bilingual adults.

Current Situation:

- Strong interest from schools and parent/carers in teaching resources/workforce development opportunities provided online by the Welsh Advisory Team

- Support provided through online training for school based workforce (Foundation Phase & Key Stage 2 teachers)
- The Sabbatical Teachers Scheme - The Council has a strong record over a number of years of supporting and evaluation impact of sabbatical teachers on their return to school. Some Flintshire schools are in their 3rd or 4th year of releasing teachers to attend the training. There are excellent examples of returning sabbatical teachers impacting significantly on standards of Welsh in school through teaching Welsh to TAs and support staff e.g. canteen staff.
- Flintshire continues to have a good regional take up of sabbatical courses –15 having returned to school between 2019-2021 accessing a support programme in 2021-22 provided by a member of Welsh Advisory Team ; 9 Sabbatical teachers returned to school September 2020 –to access a programme of support up to summer 2022; 2 Sabbatical teachers returned to school September 2021 to access a programme of support up to summer 2022; 4 Sabbatical teachers returned to school in September 2019 to access a programme of support up to summer 2022.
- Across Flintshire schools, cluster Leads for Welsh are encouraged to discuss school priorities for this year taking into consideration Flintshire’s WESP including a focus on:
 - Support plans for the development of Welsh provision in their school
 - Ensure purposeful opportunities for pupils to develop and use their Welsh language skills in both formal and informal settings (including the Language charter/Cymraeg Campus)
 - Develop a programme of professional learning to ensure that the workforce is continuously developing its Welsh skills
- WESP Forum members will consider the recent report from The Welsh Language Commissioner ‘The Welsh Language and the Statutory Workforce in Wales 6th August 2020. This is a considerable document that requires LAs to have specific targets in terms of Teacher and Teaching Assistant numbers required over the next 10 years.

Where do we aim to be within the first 5 years of this Plan and how we propose to get there?

- Improved Welsh language skills of the workforce
- Collaboration embedded with external partners including GwE, Bangor University, Coleg Cambria, Mudiad Meithrin, Menter Iaith Fflint a Wrecsam and the Urdd.

- Extra staffing capacity available for English Medium schools that are in transit across the new school categories from English Medium to Welsh Medium

To achieve this outcome we will:

- Facilitate school governor training on role of implementing the WESP
- Target staff at KS3 in English medium schools in everyday Welsh and subject specific language skills
- Target staff working in English medium primary schools to improve their Welsh language skills
- Further develop the effective use of digital platforms to support training delivery and the use of language in schools e.g. Hwb, Welsh Apps etc.
- Encourage young people to understand the benefits for their career development of being bilingual and support them to seek employment opportunities locally where they can use their Welsh language skills, especially in demand areas e.g. early years provision, the schools' sector and care/health services
- Further embed the Sabbatical scheme across the authority to increase numbers of children using Welsh and ensure strong impact on standards of Welsh in schools
- Support headteachers and governors to prioritise the development of Welsh language skills by surveying their staff, targeting them with quality professional development and monitoring progress through the performance management system to up-skill the workforce and achieve higher standards by pupils in Welsh
- Continue to use data from the School Workforce Annual Census (SWAC) to plan future provision. Based on detailed data analysis of the Welsh language skills of the workforce we will set targets for increasing the proportion of the workforce with language skills at foundation level, and at intermediate level or higher and report on these as part of our annual monitoring. We will continue to engage in positive dialogue with Welsh Government regarding the provision of Sabbatical Scheme courses and work with the National Centre for Learning Welsh to provide a range of courses to enable practitioners to develop their Welsh language skills in accordance with the professional standards.

Where do we expect to be at the end of our ten year Plan?

- To have implemented the action plan to ensure sufficient supply of staff English Medium schools that are in transit across the new school categories from English Medium to Welsh Medium
- Governing Bodies can clearly evidence how the WESP has been implemented in their schools

How we will work with others to achieve our vision

The well-established Flintshire WESP Forum works closely with its partners to challenge, support and monitor developments in Flintshire's Welsh medium strategy. The Forum is a vibrant body that celebrates innovative actions to support the Welsh language and Welsh medium education in Flintshire but also challenges the Council and other partners to be ambitious in its vision for the future.

Structure

The WESP Forum structure consists of a main Forum membership group with members also participating in three sub-groups – provision, standards and workforce. The WESP meets three times a year – once a term, with the sub-group meetings directly preceding the main Forum meeting – twelve meetings in total. The sub-group members then feed progress on their individual action plans back to the Forum's main action plan. The membership of both the Forum and the sub-groups has a good balance of representation from schools and other educational establishments and Council officers. The partnership working thus created ensures mutual challenge and support.

The WESP Forum constitution and Terms of Reference (TOR) were reviewed in 2020 to further enhance the work of the sub-groups and also ensure that the main Forum did not become too big or unbalanced. All members of the WESP Forum were able to participate in a consultation prior to adoption of new TOR. The aim is for temporary task-led sub-groups to be formed as and when appropriate. In 2019 a Data group was temporarily established with a specific task to investigate and report back to the Forum on the impact of its communication with parents/carers regarding Welsh medium education.

Key priorities:

The Forum's main objectives continue to be the take up of Welsh Medium childcare & education places by parents from the early years and to increase the provision of

Welsh Medium places through capital investment in key locations across the authority to facilitate parental choice.

Alignment with key policy areas:

Childcare Sufficiency Assessments

30 hours Childcare offer for pre-school Welsh medium education

Sustainable Communities for Learning Programme

Welsh Government Strategy – A Million Welsh Speakers by 2050

FCC Welsh Language Standards

A Curriculum for Wales – Our National Mission

Flintshire 5 year Welsh Language Promotion Strategy (2019 -2024)

Flintshire Flying Start Expansion Plan