Flintshire Welsh in Education Strategic Plan

Implementation Plan
2017-2020

Adopted by the WESP Forum 7th November 2017

APPENDIX 1

Symud ymlaen-moving forward

Every September an annual action plan will be agreed by each of the forum's three sub-groups – Standards, Provision, and Workforce. These will be detailed and focussed on specific time pertinent targets. These targets will arise from the WESP's ongoing plans to achieve the seven outcomes embedded in it. Each sub group will meet formally once/ twice a term as appropriate to develop its action plan, monitor and evaluate its progress and report back to the Forum at the end of the cycle in the summer term 2019. The full Forum will meet four times a year to review progress in each of the sub-groups. The forum will have a strategic overview of the action plans and implementation of the WESP. These annual plans will be supported and co-ordinated by the LA.

Provision sub-group/Is-grwp Darpariaeth Review date: September 2018	Ongoing Action	New Action	Progress (RAG)
1. Continue to implement the capital investment programme to ensure increased capacity within the Welsh medium sector (Outcome 1).	X		🟨
2. The LA to ensure that there is future planning to respond to an increase in numbers accessing Welsh medium education (Outcome 1).		X	🟨
3. Further develop effective partnerships with Welsh Government, Menter Iaith Sir y Flint, Mudiad Meithrin, Flying Start and other childcare providers to deliver high quality and accessible Welsh pre-school services leading to parents choosing Welsh medium education early on. (Outcome 1).	X		🟨
4. Ensure that current providers of Welsh medium education are high performing schools evidenced from learner outcomes, national categorisation, Estyn reports thus attracting parents to choose these schools early in their children's education (Outcome 1).	X		🟧
5. The LA to discuss dual stream provision with the local Welsh language community using examples of successful dual language provision in other authorities. (Outcome 1).		X	🟥
6. Consult with schools to explore changing the categorisation of some English medium schools to develop dual language provision and increase the number of 7 year olds taught through the medium of Welsh (Outcome 1).		X	🟥
7. Following the submission of its Strategic Outline Plan (SOP) for 21st Century schools Band B (which is closely linked to the WESP) to the Welsh Government the LA to continue to focus on a permanent solution to lack of capacity at Ysgol Glanrafon (Outcome 1).	X		🟨

#	Action			
8.	The local authority to continue to be committed to its SOP as linked to the county WESO to address the poor accommodation issues at Ysgol Croes Atti. (Outcome 1).	**X**		(yellow)
9.	Flintshire County Council to continue to support the Glannau Dyfrdwy site (Ysgol Croes Atti satellite) until this new Welsh provision at Shotton is sustainable under usual cost funding formula (Outcome1).	**X**		(yellow)
10.	Continue to promote Siarter Iaith (Language Charter) in order to enhance & develop informal use of Welsh so that the present young people sustain their use of Welsh in the future and choose Welsh medium education for their future children (Outcome 1)	**X**		(yellow)
11.	Continue to implement the Welsh Government scheme for providing 30 hours of free childcare/early education including through the medium of Welsh (Outcome1. 77accessed the provision so far. Look to continuing funding the provision by Mudiad Meithrin over the cycle of the WESP 2017-2020 (Outcome 2).	**X**		(yellow)
12.	Form a vigorous programme to encourage pre-school parents to access Welsh medium pre-school provision with confidence by promoting the benefits of bilingualism (Outcome 2). Possibly on-line.		**X**	(orange)
13.	Commit to continuing funding the provision by Mudiad Meithrin over the cycle of the WESP 2017-2020 (Outcome 2).	**X**		(yellow)
14.	Continue to implement the 'Cymraeg i Blant' scheme will promote the advantages and benefits of being bilingual and Welsh medium provision to parents. (Outcome 2)	**X**		(yellow)
15.	To further develop a range of activities to support transition from English medium primary schools to Ysgol Maes Garmon at Year 5 Summer 2018 e.g. MAT pupils in language acquisition (Outcome 2).	**X**		(yellow)
16.	Improve the promotion of the 'Trochi' programme in KS2 English medium schools to achieve a steady increase of pupils entering Welsh medium education at Key Stage 3. (Outcome 2).		**X**	(orange)
17.	Continue to research into the economic needs of the local area including advantages and opportunities for bilingual speakers. This to inform the planning, funding and provision of future courses through the medium of Welsh (Outcomes 3, 4).	**X**		(orange)
18.	Further investigate developing Welsh for extra-curricular sporting activities through organisations such as the Urdd (Outcome 5).	**X**		(yellow)
19.	Establish a strategic long term vision for future Additional Learning Needs provision in Flintshire for all children and young people, including our Welsh medium learners and enable the authority to meet the requirements of the emerging ALN and Tribunal bill (Outcome 6).		**X**	(orange)
20.	To commission a further survey of ALN Welsh medium provision to inform service planning in 2017-18 and report to WESP forum. (Outcome 6).		**X**	(orange)
21.	To provide outreach provision through the Portfolio of Pupil Referral Units to support learners to retain their mainstream placements. The LA will continue to ensure it provides Welsh medium places as appropriate (Outcome 6).	**X**		(orange)
22.	To continue to develop the skills of ALNCos and school-based staff to increase expertise and awareness of how to meet their pupil's needs (Outcome 6).	**X**		(yellow)
23.	To further develop relationships with families, partner agencies and providers to develop Welsh language provision responsive to expressed needs and demands (Outcome 6).	**X**		(yellow)
24.	The Urdd and county Youth Service to further develop a range of activities outside school for young people, including those with Additional Learning Needs, to access through the medium of Welsh (Outcome 5, 6).	**X**		(yellow)

Standards sub-group/Is-grwp Safonau Review date: September 2018	Ongoing Action	New Action	Progress (RAG)
1. Further develop strategies to raise standards in Welsh second language in all phases over the next three years to include strategic planning to raise its profile through curriculum planning, resource planning and allocation, training provision and sharing good practice in teaching and learning (Outcome 5).	X		
2. The LA to work closely with headteachers & governors of all Flintshire schools to focus attention on the Welsh Government's strategy to increase number of Welsh speakers with advanced skills. This to be embedded it in their planning for school provision. (Outcome 5).	X		
3. Schools' Improvement Plans, Departmental Improvement Plans and Schemes of Work to have integrated Welsh language literacy strategies in order to raise standards (Out 5).		X	
4. Primary School Improvement Plans to address the need to raise standards of performance at Outcome 5 at Foundation Phase Welsh first language (Outcome 5).	X		
5. Further embed the Siarter Iaith (Language Charter) in Flintshire Welsh medium primary schools- all to have achieved the Gold Standard by July 2020 (Outcome3, 4).	X		
6. The authorities Welsh Advisory Team to continue to ensure standards through robust teacher assessments led by the team's manager. (Outcome 2, 5).	X		
7. The effective 14-16 and 14-19 partnerships to identify and further highlight the opportunities in the economy where the use of Welsh is important for work (Outcomes 3,4)	X		
8. Further deliver Cymraeg Campus (Language Charter) in English medium primary schools to raise standards in informal Welsh (Outcome 5).	X		
9. Work closely with English medium secondary schools and key partners in the Forum to increase the number of pupils leaving KS4 with a good GCSE in Welsh (Second Language) (Outcome 5).		X	
10. Increase the number of learners who follow the full Welsh second language qualification at Key Stage 4 in line with the proposed changes to the WJEC qualification in 2017 and beyond and to continue to sustain as well as improve the learners' performance in the subject (Outcome 5).		X	
11. The LA in partnership with all the secondary schools, Coleg Cambria, the Urdd and Menter Iaith to promote and raise the profile of employment and career opportunities from having higher level Welsh language skills in order to increase numbers studying the subject (Outcome 5).		X	
12. To plan for further developing workforce skills, to raise pupil standards, through evaluating Further Professional Development needs following results of Workforce Language Skills Audit April 2018 (Outcome 7).		X	
13. To engage with key partners in the Forum to increase the numbers of KS4 pupils leaving KS4 in the English medium secondary schools with a good GCSE in Welsh (2nd language) (Outcome 5).		X	
14. The LA will endeavour to encourage regional dialogue between LAs, Welsh Government and GwE in order to promote a regional strategy and support to aid the transition of schools to respond to the challenges of the new GCSE Welsh second language qualification in 2017 as well as any future developments beyond this (Outcome 5).	X		
15. Make more effective use of digital platforms to support learning and raise standards and increase the use of Welsh in school e.g. Hwb, Welsh Apps etc. (Outcomes 2, 5).	X		
16. To revise Flintshire's Social Use of Welsh Framework and develop a clear action plan to address shortcomings and raise standards (Outcome 5).		X	

Workforce sub-group/ls-grwp y Gweithlu Review date: September 2018	Ongoing Action	New Action	Progress (RAG)
1. Actively engage with the newly developed regional strategy for developing the workforce to support Welsh language development (Outcome 5).		X	
2. The authorities Welsh Advisory Team to continue to deliver a high quality co-ordinated programme of professional development in response to school's needs, both English and Welsh medium. (Outcome 7).	X		
3. Training, provision and resources for practitioners, as provided by the LA's Welsh Advisory Team to continue to be planned and developed taking into consideration the identified language need – Workforce Language Audit April 2018 (Outcome 7).	X		
4. The LA through the WESP Forum will work in partnership with schools, governors, the region and WG in order to respond to the challenge of increasing the number of Sabbatical placements in order to up skill the workforce and meet the language development needs of institutions (Outcome 7).		X	
5. The LA to actively engage with the regional strategy for developing the workforce to support Welsh language development particularly at KS3 (Outcome 2).	X		
6. The WESP Forum to identify and highlight the challenges of recruitment through its stakeholders and collaborate with the Education Workforce Council and Welsh Government to endeavour to address the issue of a lack of Welsh medium practitioners, particularly in certain areas of provision (Outcome 7).		X	
7. The WESP Forum to highlight and promote the need for Welsh medium teaching assistants and support staff and to identify the learning pathways and career opportunities available for individuals in schools, colleges and work based learning (Outcome 7).		X	
8. To target staff at KS3 in English medium schools so as to provide structure to improve their everyday Welsh & subject specific language skills (Outcome 2, 7).		X	
9. To further develop the use of digital platforms to support training programmes e.g. Hwb, Welsh apps etc. (Outcome 7).	X		