

**Flintshire County Council**



# **Welsh in Education Strategic Plan 2017-2020**

**(updated following consultation)**

**September 2017**

**Version 4**

## Welsh in Education Strategic Plan 2017-2020

### **Vision:**

Flintshire County Council endeavours to **increase** the number of fluent Welsh speakers within its boundaries, with the aim of creating an increasingly bilingual county and country. Flintshire County Council aspires 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.

### Principles:

- Pre-school and early years Welsh medium provision is accessible across the authority to support and encourage parents to choose Welsh medium education for their children
- Welsh medium education is available to all learners within a reasonable travelling distance of their home
- Once in the Welsh medium sector, all learners transfer successfully at each point of transition e.g. family/toddler groups → playgroup → early education → part time nursery class → primary school → secondary school
- First language Welsh learners in Welsh medium schools (primary and secondary) achieve the highest possible outcomes in Welsh
- 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
- Second language Welsh learners in English medium schools (primary and secondary) achieve the highest possible outcomes in Welsh
- Effective joint working exists with other partners, agencies and services to promote and increase bilingualism
- Learners with additional learning needs receive equal linguistic opportunity
- All learners become proficient in Welsh and English
- 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, by setting challenging targets for improvement across its key performance indicators (KPIs), 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 proposals for Wales is clearly stated within the 'Successful Futures' report. Flintshire County Council is fully 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 fully 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.

WG Draft 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 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.

21<sup>st</sup> Century Schools and Education Programme – Flintshire County Council's capital investment programme, in conjunction with the 21<sup>st</sup> Century Schools programme, will be developed and delivered in light of the requirements of the Welsh in Education Strategic Plan 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:**

Flintshire County Council, working in partnership with schools, stakeholders and other providers will: -

- provide parents with full information and understanding of the advantages of Welsh-medium education and the opportunities which exist within Flintshire; explaining clearly that
  - (a) there is no need for parents to be Welsh speakers for their children to take advantage of this opportunity
  - (b) only by receiving education in a designated Welsh-medium school will pupils become fully bilingual
  - (c) there are intellectual advantages to being equally fluent in two languages
- 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 in 2016) and enhancing this through: -
  - (a) increasing the provision for Welsh medium education including early education services
  - (b) developing a more effective immersion system to achieve a steady increase of pupils in the Yr6/Yr 7 Trochi Unit at Ysgol Maes Garmon year on year to approximately 30 places by 2020
  - (c) increasing numbers of pupils entering Welsh medium in Y2-Y6 by the provision of a specifically designed immersion programme
- work with schools as a Local Authority and through the Regional School Improvement Service (GwE) to develop an effective programme of continuous professional development (CPD) opportunities for the education workforce which will increase the number of potential 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, Head Teachers 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

**Welsh Strategic Forum:**

Flintshire County Council has a well-established and effective Welsh Strategic Forum which meets at least four times a year. Its remit is to:-

- Support council officers to develop the Welsh in Education Strategic Plan (WESP) which includes challenging targets and performance measures to achieve success
- Monitor the implementation of the WESP and evaluate its success in achieving its objectives
- Ensure appropriate cross-referencing is made to other plans and strategies – locally, regionally and nationally
- Provide support and challenge on the implementation of the WESP
- Ensure regular assessments of the demand for Welsh medium education are undertaken to inform the priorities within the WESP as determined by Welsh Government regulatory requirements
- Provide feedback to the Council's leadership and elected members through the appropriate means e.g. Cabinet, Education and Youth Overview & Scrutiny Committee
- Receive evidence and advice from relevant bodies and partners to improve the success of the WESP in achieving its objectives
- Provide a forum for information sharing and the dissemination of best practice

**Statement:**

Flintshire County Council has an ambitious plan for the development of the Welsh language and Welsh medium education and is seeking to build effectively on its delivery of a highly successful Urdd Eisteddfod in May 2016. The authority has recently expanded its Welsh medium early education provision and established additional Welsh medium school provision in the Deeside area which is growing steadily.

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

**Cabinet Approval:**

This plan is scheduled for consideration by the Cabinet of Flintshire County Council and its Overview & Scrutiny Committee in December 2016.

**Transport:**

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 local authority'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 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.

As the Council has recently opened an additional Welsh medium site in Shotton, a satellite of Ysgol Croes Atti in Flint, a challenge over the next few years will be to manage transport arrangements for siblings who have divided education provision between Ysgol Croes Atti in Flint and the new site in Shotton.

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. As post 16 transport is discretionary for all local authorities under the Learner Travel Measure, whilst there are currently no plans to amend the policy, removal of this discretionary provision in the future could present a challenge in terms of learners' ability to access Welsh medium post 16 education.

## Outcome 1: More seven-year-old children being taught through the medium of Welsh

The current position relating to the number of seven year olds taught through the medium of Welsh and Flintshire's targets for the next three years are as follows:

Current Position *	2017/2018	2018/2019	2019/2020
<b>6.6%</b>	<b>6.8%</b>	<b>7.2%</b>	<b>7.4%</b>
*Based on current Number on Roll in Welsh Medium primary schools from September 2016 schools census.	Current Yr 1 population = 113 pupils/6.5% of primary population	Current Reception population = 124 pupils/7.0% of primary population	Current Nursery population = 116/7.2% of primary population (not all children access part time nursery provision)
Revised Targets based on survey data (June 2017)**	<b>6.8%</b>	<b>9.0%</b>	<b>11.0%</b>

\*The targeted percentage increase for the next few years was initially low because it was based on the current known pupils already in the Welsh medium sector moving through the year groups within Foundation Phase. Our experience is that pupils generally do not move from English medium nursery provision into Welsh medium provision for Foundation Phase.

\*\*However, the recently received Welsh medium demand survey (June 2017) has provided the Council with some encouraging data that can be used to revise the targets towards the end of this WESP cycle. The return rate this time was better at 31% than in previous years. The parents of pre-school children surveyed across the county who responded represented 29% of the potential pupil cohort for entry into full time school in September 2019 and September 2020. This is a strong improvement on the response rate in previous years and indicates a growing interest in Welsh medium education.

Based on parental responses to the question of how likely they were to choose Welsh medium education if it was available within 2 miles of their home, which was then cross-referenced to an analysis of the numbers of pupils entering Welsh medium primary schools since 2010, the survey models a potential rising trend of annual admissions into Welsh medium education by approximately 2.0% from September 2018 to 2020. Whilst the data is not fully representative of the whole cohort of future Flintshire parents, it is an encouraging sign that more are indicating a willingness to choose Welsh medium education if it was within a 2 mile radius of their home and provides useful information to the Council to plan its future Welsh medium provision.

### To achieve this outcome we will:

- Further develop effective partnership working with Welsh Government, Menter Iaith Sir y Fflint, 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/national categorisation/Estyn reports/local reputation) to attract parents to choose Welsh medium and then ensure they remain in the Welsh medium education sector.
- Consult with schools during 2017-18 to change language 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.
- 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.
- Enhance the 'Trochi' programme to encourage more primary pupils educated through the medium of English to transfer to a Welsh medium secondary school.

### Supporting Statement:

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 in Shotton
- Ysgol Glanrafon, Mold
- Ysgol Terrig, Treuddyn
- Ysgol Maes Garmon, Mold (secondary)\*

\*From 10<sup>th</sup> November 2016, Ysgol Mornant and Ysgol Maes Garmon have 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. Ensuring this innovative and unique approach in Flintshire is successful will be a primary target of the current WESP.

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 the school and two are based in the local community. Each of these playgroups is also approved by 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 Welsh medium Flying Start provision and has become an Early Entitlement provider within the last eighteen months. Although a very anglicised area, the Cylch has sent its first few children to the newly opened Welsh medium provision at Glannau Dyfdrwy in Shotton for nursery and so an ongoing priority of this WESP will be to increase the numbers from this Cylch choosing Welsh medium education even though it is further away than the nearest English medium primary school and the County’s transport policy does not provide assistance until children are in full time education.

Flintshire’s strategy for increasing the number of pupils being taught through the medium of Welsh by the age of 7 is a long term one which focuses on parents choosing the route of Welsh medium education for their children at the outset of their educational journey. 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 authority 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.

To achieve this long term strategy, Flintshire County Council will continue to work innovatively and effectively with key partners such as Menter Iaith Sir y Fflint, 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 a parents’ booklet with Menter Iaith and Mudiad Meithrin on the benefits of being bilingual through a Welsh medium education. This leaflet is distributed at local events, was highlighted in the recent Urdd Eisteddfod hosted in Flintshire and is published on the Council’s website. A target in this plan will be to find ways to extend the reach of this booklet through engagement with local health services for children and families.

The Council’s Admissions Policy and information on its website clearly identifies that the authority offers primary and secondary education through the medium of Welsh and includes the booklet noted above. The Welsh medium schools cluster, led by Ysgol Maes Garmon, have produced a useful guide for parents on the range of provision on across the authority which is also included the website. Other Welsh language organisations such as Menter Iaith and Mudiad Meithrin have links from their website to this section of the FCC site so parents can access information about choosing Welsh medium education. There is some evidence that a few families who move into Flintshire from England will consider Welsh medium education and so the Council will continue to ensure that positive information about this is available via its website and through calls to officers. Legally the Local Authority is responsible for the admissions process. However, all of the Welsh medium schools in the county have a positive part to play in encouraging families in their areas to

choose a Welsh education and many have been proactive in holding fun days and other events to promote this.

Flintshire County Council completes Childcare Sufficiency Assessments and Demand Surveys for Welsh medium education 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 to respond to local demand. This was achieved by the opening of the Glannau Dyfdrwy satellite of Ysgol Croes Atti, Flint in September 2014. (See below for further information). The authority is currently undertaking the survey again to assess demand for Welsh medium education in other areas of the county to inform future planning around the 21<sup>st</sup> Century schools programme. Information has recently been provided by the completion of the revised demand survey for Welsh medium education (June 2017), Flintshire will share this with the Forum and undertake an analysis with Mudiad Meithrin about their capacity to increase the range of pre-school provision in the areas where demand appears to be highest.

Flintshire County Council is an early implementer of the Welsh Government's pilot scheme for providing 30 hours of free childcare/early education. Whilst the entitlement for children is currently based on a limited number of wards during this initial pilot stage, parents can choose to take up the offer in any approved setting, including those wishing to access this offer through the medium of Welsh. In this early stage of the pilot, 10 Welsh medium settings have registered to deliver the offer and to date, 77 children have accessed the offer to date but the Council expects this to rise as the pilot is extended.

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.

Where a latecomer arrives at a primary school in Key Stage 2, the authority 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 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 late comers in the future. At KS3, there is already a purpose-designed immersion programme for pupils from English medium primary schools who choose to transfer to Welsh medium secondary school (Trochi) so any late comer to this phase would be included in this programme.

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 21<sup>st</sup> Century Schools funding and the Council's own school modernisation funding.

In relation to the Welsh medium secondary sector, Ysgol Maes Garmon has a capacity of 711 with 509 pupils (Sept 2016) and unfilled places at 28%. In the primary Welsh medium phase, the data is as follows (based on full time pupils excluding Nursery):

- Ysgol Cymraeg, Mornant has a capacity of 81 with 37 pupils (Sept 2016) and unfilled places at 54%.
- Ysgol Terrig, Treuddyn has a capacity of 93 with 46 pupils (Sept 2016) and unfilled places at

51%.

- Ysgol Gwenffrwd, Holywell has a capacity of 256 with 191 pupils (Sept 2016) and unfilled places at 25%.
- Ysgol Glanrafon, Mold has a capacity of 287 with 292 pupils (Sept 2016) and unfilled places at -2%.
- Ysgol Croes Atti, Flint has a capacity of 237 with 217 pupils (Sept 2016) and unfilled places at 8%.

At September 2016 across the Welsh Medium school sector there are 1665 pupil places, with 1292 pupils on roll and unfilled places running at 22%. Flintshire's issue is currently too many surplus places in the Welsh medium rather than a lack of capacity. Flintshire's live birth rate has been on a steady downward trend since 2010 where there were 1808 live births, compared to 1623 in 2014. Pupil number projections indicate that in some areas pupils demand will drop, whilst in others it is predicted to rise. Based on current numbers and an agreed methodology for calculating pupil numbers accepted by Welsh Government, pupil numbers in Ysgol Maes Garmon, Ysgol Mornant, Ysgol Croes Atti and Ysgol Terrig are projected to rise slightly over the next five years, while pupil numbers in Ysgol Glanrafon and Ysgol Gwenffrwd are projected to fall. Overall projected pupil numbers in the Welsh Medium sector at 2021 are predicted to be around 1454 leaving around 13% unfilled places across the sector, above the Welsh Government's target of 10% surplus.

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. This site is known as Glannau Dyfdrwy and is under the leadership and governance of Ysgol Croes Atti, operating as an extended satellite of the main school in Flint just under four miles away. This exciting development was secured by effective joint working between local authority officers, the Head Teacher and the Governing Body of Ysgol Croes Atti and opened its doors to nursery and reception aged pupils in September 2014. The plan is to admit pupils into the early years' class and steadily build the population from the bottom up. Entry into Nursery has been positive – 10 pupils started in 2014, 17 in 2015 and 15 pupils registered this September. Whilst there has been some redistribution of nursery pupils between the Flint and Shotton sites based on pupils' home addresses, evidence from parents interviewed by Estyn as part of a recent thematic review of Welsh in Education Strategic Plans indicated that had the new provision not been opened in Shotton, a number of those pupils would have been lost to the English medium sector.

The local authority invested £101,840 in improving the infrastructure of the Glannau Dyfdrwy building before handing it over to the Croes Atti Governing Body and is committed to supporting both capital and revenue costs outside of the usual funding formula until such times as this new provision has proven to be sustainable. The commitment and enthusiasm of the Head Teacher and governors has been a key factor in creating this new provision and drawing in pupils from a traditionally English dominated 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 if there is a demand indicated by the responses to the current survey will be considered as part of any future school modernisation strategy.

Section 106 contributions associated with new housing developments in the Council are linked and ring fenced specifically to the nearest schools, with that spending restricted to the criteria noted within the legal agreement associated with the particular development. Agreements can be in the form of financial contributions or parcels of land earmarked within developments. The Council has obtained S106 Agreements or has agreements pending relating to Ysgol Glanrafon and Ysgol Croes Atti with the Welsh Medium school sector.

In response to rising pupil numbers at Ysgol Glanrafon, a mobile classroom was provided in September 2015 to provide temporary accommodation to manage a rising school population. Long term planning is underway to manage the numbers at Ysgol Glanrafon and this will be influenced by the outcomes of the current demand survey being undertaken, the business planning process for 21<sup>st</sup> Century Schools and future school modernisation plans.

According to the Welsh Government Guidance 'Defining Schools according to Welsh medium provision' (2007), Flintshire only has schools in:-  
Category 1 - Welsh medium primary school



- Category 1 – Welsh medium secondary school
- Category 5 - Predominantly English medium primary school
- Category 4 – Predominantly English medium secondary school

Flintshire County Council submitted its Strategic Outline Plan (SOP) for 21<sup>st</sup> Century Schools Band B programme in July and is awaiting feedback from Welsh Government. The SOP is clearly linked to the Council's Welsh in Education Strategic Plan and focuses on making a permanent solution to the lack of capacity at Ysgol Glanrafon and the poor accommodation issues at Ysgol Croes Atti, demonstrating the with the Council's desire to ensure that WM is given priority and links into the National Welsh Language Strategy. There is a requirement to continue to invest in this sector so consequently, the remaining Welsh Medium schools are likely to feature in future bands of the 21<sup>st</sup> Century schools programme.

The Council is continually seeking innovative ways to increase Welsh Language uptake in the school network. There is still work to be done to persuade the some parts of the local Welsh language community that dual language stream provision is an acceptable model within Flintshire as it is widely accepted in other LA's in the region and across Wales. Creating alternative models of provision would provide viable alternatives and could support areas where demand isn't sufficient to either set up new school or support a local school which is considered too small to be sustainable. Therefore, as part of its revised WESP for 2017-2020, with the challenging target of increasing the numbers of pupils accessing a Welsh medium education, Flintshire will undertake a consultation with all of its English medium primary and secondary schools during the academic year 2017-2018 to raise awareness of the language categorisation model and test the appetite and capacity for schools to consider changing their language status, based on the level of Welsh used as the language of instruction. The outcome of this consultation will then inform any future plans for changes to the Flintshire schools' profile of language categorisation.

**Outcome 2: More learners continuing to improve their language skills on transfer from primary to secondary school.**

Flintshire's current position and targets for the next three years relating to the number of year nine learners who are assessed in Welsh (First Language) based on Sept 16 school census data.

Current Position (current Yr 9)	2017/2018 (current Yr 8)	2018/2019 (current Yr 7)	2019/2020 (current Yr 6)
<b>5.6%</b>	<b>5.5%</b>	<b>5.6%</b>	<b>7.4%</b>

**To achieve this outcome we will:**

- Continue to take every opportunity, working with key partners, to promote bilingualism and Welsh medium education as the route to being fully fluent in Welsh eg Mudiad Meithrin, the Urdd.
- Ensure the linguistic progression of pupils from pre-school groups into school nursery and reception classes and between primary and secondary education within the Welsh medium sector.
- Strengthen the consortium working arrangements between the Welsh medium primaries and the Welsh medium secondary school in Flintshire to ensure progression.
- Further develop the Trochi programme at Ysgol Maes Garmon and engage more actively with English medium primary schools to target Year 4/5/6 pupils to switch to a Welsh medium secondary education.

**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. As all of Flintshire's primary Welsh medium schools are 'through' primaries, not separate infant and juniors, there is no reduction in transfer rates between Foundation Phase and Key Stage 2 which remains at 100%.

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: (See Appendix 1)

- 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 recent 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 only 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.

Ysgol Maes Garmon offers a range of activities to support the transition from primary to secondary education including taster lessons in D&T, Art and PE in Year 5. This provision will be extended in summer 2017 to include Year 4 pupils. The 5 day residential course at the Urdd Centre at Llangranog for those pupils transitioning to Ysgol Maes Garmon provides an excellent foundation to the start of Key Stage 3. An independent study into transition in 2014 found that these arrangements were tremendously beneficial for both pupils and parents.

As all secondary aged pupils in the Welsh medium school in Flintshire attend Ysgol Maes Garmon, there is a 100% transfer rate between Key Stage 3 and Key Stage 4.

As Flintshire only has fully Welsh medium or fully English medium schools, there is no opportunity to increase the numbers of pupils improving their language skills on transfer by targeting bilingual schools or Welsh streams, unlike other parts of Wales where there is a more mixed economy of provision. However, the local authority will be taking stronger action to promote the 'Trochi' programme earlier to Key Stage 2 pupils in English medium schools to understand the benefits of a Welsh medium education and the greater language fluency this would bring. This is at the early stage of development and will be a joint project between Flintshire County Council, Ysgol Maes Garmon, the Urdd and the Camu Language Centre within Coleg Cambria. It is aimed to roll this project out during the spring and summer terms 2018 in preparation for the next secondary school admissions round in the autumn term. It is hoped that by engaging pupils in Year 4 and Year 5, pupils and their parents will realise that a Welsh medium education is still an option for them, despite having started in the English medium school.

Rapidly improving Welsh second language results at National Curriculum Level 4 (expected level for 11 year olds) and Level 5 (higher than expected level for 11 year olds) across Flintshire's English medium primary schools would indicate that there are pupils with the linguistic potential to make the move from one sector to another and be very successful in their secondary education. Ysgol Maes Garmon has recently been the subject of a very successful television programme, 'OMG – Ysgol Ni', which showed how pupils are supported

through this linguistic transition so it is hoped that this can be built on in the years ahead by increasing the number of pupils accessing the Trochi.

**Outcome 3: More students aged 14-16 studying for qualifications through the medium of Welsh.**

**Outcome 4: More students aged 14-19 in study subjects through the medium of Welsh, in schools, colleges and work-based learning.**

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

- a) at least two further Level 1 or Level 2 qualifications through the medium of Welsh.
- b) 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 eg dual stream.

	Current Position 2016/17	2017/2018	2018/2019	2019/2020
a) Studying at least 2 Level 1 or 2 quals	89 pupils	62 pupils	86 pupils	93 pupils
b) Studying at least 5 Level 1 or 2 quals	89 pupils	62 pupils	86 pupils	93 pupils
c) Secondary cohort at YMG as a percentage of Flintshire’s Yr 11 population based on census data Sept 16	5.5%	3.9%	5.6%	5.5%

**To achieve this outcome we will:**

- 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, in order to ensure high standards across the range of KS4 indicators as high performing schools attract pupils.
- Ensure that pupil tracking and target setting systems are accurate and robust to set the highest expectations for learner outcomes and ensure that interventions for learners who are at risk of not achieving the expected levels are timely, appropriate and evaluated to secure the maximum impact on outcomes achieved.
- Continue to ensure that the maximum numbers of primary pupils in Welsh medium schools continue into Welsh medium secondary education.
- Ensure the federation between Ysgol Maes Garmon and Ysgol Mornant is successful and secures higher numbers of primary pupils transferring between the two schools at Yr 7.
- Increase the number of W2L primary pupils transfer via the Trochi programme into Welsh medium secondary education.

**Supporting Statement:**

Flintshire has one Welsh medium secondary school, Ysgol Maes Garmon. All Key Stage 4 learners follow a Learning Pathway aimed at 5 or more qualifications at Level 1 or Level 2. 100% of learners (KS3/4/5) undertake qualifications through the medium of Welsh. In 2017, based on provisional data released by WG, 100% of pupils in Ysgol Maes Garmon achieved the Level 1 indicator (5 GCSE’s A\*-G) and 72.7% achieved the Level 2 indicator (5 GCSE’s A\*-C). Maintaining a broad curriculum in a period of austerity is a challenge and requires new methods of working collaboratively. Due to the location of the school, collaborative working

at KS4 level for Welsh medium courses is very difficult as travelling time can impact significantly on contact time.

At KS5, collaborative arrangements can be challenging to achieve and sustain. From September 2017 the previous arrangement for pupils of Ysgol Maes Garmon to travel to Ysgol Morgan Llwyd as been phased out for A levels in Drama and Media Studies. The new collaborative arrangement is for Ysgol Maes Garmon students to attend Ysgol Glan Clwyd to study these subjects. Use of video conference facilities at Ysgol Maes Garmon allow for Coleg Meirion Dwyfor tutors to deliver A level courses in Sociology, Psychology, and Law through the medium of Welsh and from September 2017 this has been extended to include an A level course in Government and Politics. There is currently no relationship with Coleg Cambria at KS5.

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. The other 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 eg 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. This is such an obvious link to the priorities in Outcome 7 so a priority for the current WESP will be to explore how this could be achieved.

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. Future funding for this project is now going to be directed through local authorities and it has two key objectives – to build upon the previous work of the project and to ensure it links in and builds upon the Siarter Iaith programme in primary schools in order to offer a continuation of support to pupils during their educational journey. (See Outcome 5 for further information on Siarter Iaith). This will be an ongoing priority through the WESP to ensure that the limited amount of funding achieves maximum impact on the standards of Welsh being used by young people in secondary school.

#### **Outcome 5: More students with advanced skills in Welsh**

(Extended data table to include 'higher than expected levels' to support this outcome. Targets based on modelled outcomes by GwE for Flintshire to achieve expected benchmark position of 6<sup>th</sup> or better)

<b>Welsh First Language</b>	<b>Current Outcomes Summer 2016</b>	<b>2016/2017 Target</b>	<b>2017/2018 Target</b>	<b>2018/2019 Target</b>
F/Phase LCW Outcome 5	<b>88.1%</b>	<b>94.2%</b>	<b>94.7%</b>	<b>95.1%</b>
F/Phase LCW Outcome 6	<b>33.9%</b>	<b>41.7%</b>	<b>43.6%</b>	<b>45.4%</b>
Key Stage 2 Level 4+	<b>84.3%</b>	<b>96.5%</b>	<b>97.8%</b>	<b>99.2%</b>
Key Stage 2 Level 5	<b>37.3%</b>	<b>41.3%</b>	<b>43.3%</b>	<b>45.4%</b>
Key Stage 3 Level 5+	<b>96.8%</b>	<b>97.8%</b>	<b>98.8%</b>	<b>99.2%</b>

Key Stage 3 Level 6+	63.5%	65.6%	67.7%	69.8%
Key Stage 4 A*-C Grades	68.9%	78.7%	79.3%	79.8%

**To achieve this outcome we will:**

- Work with schools to set challenging and aspirational targets for pupil indicators in Welsh at the expected and higher than expected levels (First and Second Language).
- Embed the Siarter Iaith in our Welsh medium primary schools with a target of all to have achieved the Gold Standard by 2018.
- Work closely with Head Teachers & governors across the primary and secondary sector in both Welsh and English medium schools to raise awareness of Welsh Government strategy to increase the number of Welsh speakers, their contribution to this through the LA's WESP and to plan effectively for forthcoming curriculum/qualification changes in Welsh.
- Work closely with English medium secondary schools to increase the number of pupils leaving KS4 with a good GCSE in Welsh (2<sup>nd</sup> Language), engaging key partners in the Forum to help.
- Revise the Social Use of Welsh framework for Flintshire and develop action plan as part of WESP to be monitored by the Forum.
- Continue to improve the skills of the workforce delivering Welsh to support them to achieve higher learner outcomes (see Outcome 7).
- Actively engage with the newly developed regional strategy for developing the workforce to support Welsh Language Development, particularly at KS3.

**Supporting Statement:**

Flintshire sets aspirational targets for learners across all key indicators which are modelled on the local authority's expected position of performing 6<sup>th</sup> highest in Wales, based on its Free School Meal profile. In conjunction with GwE and the Welsh Advisory Team within the local authority, schools requiring additional support for curriculum delivery of Welsh and further professional development of staff to achieve higher outcomes for all learners will be 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 eg Mudiad Meithrin, Menter Iaith Sir y Flint, Coleg Cambria, Bangor University and the Urdd.

Through the GwE Challenge and Support Programme and the national categorisation model, schools are targeted for intervention based on their level of performance and identified support needs. Where there is concern about the performance of Welsh (either first or second language) in the primary sector, schools are supported by the authority's Welsh Advisory Team. Support for Welsh first language in the secondary sector is delivered by GwE, commissioned by the school's Challenge Adviser. There are local subject forums for both W1L and W2L which meet regularly at both primary and secondary phases. Support for W2L in Flintshire's secondary schools is currently under review and a target for 2016-17 is to establish a more robust system for providing guidance and intervention, particularly in light of the pending qualification changes to W2L. (See Outcome 7).

Based on the provisional data published by Welsh Government for 2016, of the year 11 cohort in Flintshire's only Welsh medium secondary school, 68.9% achieved A\*-C in Welsh. The school has set ambitious targets for increasing pupil outcomes over the next few years.

In 2016 1142 out of 1606 Year 11 pupils (71%) in the authority's English medium secondary schools were entered for a W2L GCSE. This figure includes pupils 'educated other than at school' and those in specialist school provision. Of that group, 286 pupils took the full course (25%) and 856 (75%) took the short course. In the full course group, 80.4% of pupils achieved grades A\*-C. In the short course group, 57.4% achieved A\*-C. 29% of pupils did neither the full or short course but will have accessed other Welsh language qualifications eg NVQs.

With the withdrawal of the short GCSE course from 2017, a key priority in the WESP will be to support schools to enter higher numbers of pupils to the full GCSE and ensure they achieve good outcomes. During the academic year 2017-18, senior officers from both the education authority and from the regional school

improvement service will engage secondary school head teachers and heads of Welsh departments through the Head Teacher Federation and Welsh subject forum to develop a strategy to increase the number of students undertaking Welsh GCSE in English medium schools and set targets for the next three years. Members of the Forum eg Menter Iaith, Coleg Cambria and the Urdd will be expected to offer support to schools to assist them by engaging with pupils, parents and governors to promote the value of the Welsh language.

In order to achieve higher standards in Welsh, the authority's Welsh Advisory Team deliver a co-ordinated programme of professional development opportunities both locally and in a regional partnership with neighbouring authorities for both teachers and support staff for both first and second language. An integral part of the team's work is supporting the development of effective and robust teacher assessment in both the primary and secondary phase through cluster moderation meetings with school staff. The manager of this team is part of the Welsh Government's 'Securing Teacher Assessment Programme' so is an expert in this field. (See Outcome 7 for further detail). The focus of training and in-house support is on achieving not only the expected levels for the end of each key stage, but providing the opportunity to achieve the higher than expected levels through more challenging and open-ended learning opportunities.

Siarter Iaith, the Welsh Language Charter, is well embedded in Flintshire's 5 Welsh medium primary schools with them all having achieved the Bronze level this year. Work is now underway at Silver and the target is that all will have achieved Gold by July 2018. 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 second language learners is also a key priority to contribute to the WG target of a million Welsh speakers. A key target within this plan, therefore, will be to investigate and develop a pilot model of the Language Charter for second language, Cymraeg Campus (as modelled in the ERW region) during 2016-17 with a rollout programme following on through 2018-2020.

Flintshire's Social Use of Welsh Framework will be revised and a clear action plan developed with key partners to address some of the areas identified as having shortcomings by December 2017. Progress of this plan will be monitored by the WESP Forum.

The Welsh Advisory Team also provide a range of opportunities for learners to practice and extend their Welsh outside the classroom across all key stages eg residential visits to the Urdd centre at Glan Llyn, hosting a Jambori for Foundation Phase learners, working with the Urdd on a Jambori for Key Stage 2 pupils and developing activities for W2L learners who are more able. There are also a range of activities developed between the Urdd, Menter Iaith 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.

The Urdd and the authority'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.

The very successful Urdd Eisteddfod, hosted by Flintshire in May 2016, which achieved some of the highest attendance figures in recent times, 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.

Raising the aspirations of young people to be bilingual and the benefits this brings for career development will be another main priority. Flintshire will use its partners such as Coleg Cambria, the Urdd and Menter Iaith 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 has a pivotal role to play 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.

## **Outcome 6: Welsh medium provision for learners with additional learning needs (ALN)**

### **To achieve this outcome we will:**

- Commission a survey on ALN Welsh medium provision to inform service planning in 2017-18 and report to the WESP Forum.
- 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 the 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.
- To work flexibly and cooperatively with children/families, partner agencies and providers to develop provision in response to demand.

### **Supporting Statement:**

Flintshire County Council is committed to securing the best outcomes for children with ALN. The importance of developing of bilingual specialist services to support this is recognised and staff are being supported and encouraged to engage with the Welsh language courses offered through the Council, following an audit of ALN staff skills in Welsh in 2015. Where bilingual staff are not available, the Council will continue to broker access to this from neighbouring Councils. Flintshire County Council is currently monitoring the developments of the New Additional Needs Bill as it progresses through the Welsh Assembly and will respond appropriately to the final legislation, particularly in relation to the delivery of ALN services through Welsh. A specific action plan in relation to ALN and the WESP is currently being developed by the county's Inclusion Service and will be incorporated into this strategic plan when it is finally published on the Council's website.

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 bases 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 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. This will take place during the academic year 2017-18 and will report to the WESP Forum for consideration. 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 ALN pupils needing to access specialist services in Welsh and the limited financial resources available.

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 KS3/4/5.

The maintenance of school placements within a child's locality is a priority for the Council and the development of an outreach service is planned to support schools to meet a range of behavioural, social and emotional needs. 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.

## **Outcome 7: Workforce planning and continuing professional development.**

### **To achieve this outcome we will:**

- Undertake a new audit of language skills across the workforce during 2017-18.
- Improve the Welsh language skills of the workforce in both the first and second language sectors, through a range of high quality opportunities for professional development delivered by a variety of providers e.g. LA Welsh Advisory Team, GwE and external partners including Bangor University, Coleg Cambria, Mudiad Meithrin, Menter Iaith Sir y Flint and the Urdd.
- Target staff at KS3 in English medium schools in everyday Welsh and subject specific language skills.
- Make more 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.
- Embed the Sabbatical scheme across the authority to improve the quality of the Welsh language used by pupils and staff in schools to ensure greater sustainability.
- Support Head Teachers and governors in both first and second Welsh language sectors 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 (see Outcome 5).

### **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 deliver a range of specific training programmes for both the first and second language 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 authority's approach in ensuring a sufficiently language competent workforce and raising standards of pupil achievement in Welsh.

In a recent and innovative development, the LA's Foundation Phase Training and Support Officer, the Welsh Advisory Team and Mudiad Meithrin have worked together to ensure that early years staff in Welsh medium schools are familiar with the language patterns used in the Mudiad Meithrin pre-school groups so that there is language continuity for children at the point of transition and the rate of acquisition of the Welsh language improved. All Welsh medium schools in Flintshire attended a special training event this term and have received a pack to support this ongoing work. Developing further opportunities such as this between the local authority



and external partners to support the professional development of staff will be strong feature of the revised WESP.

Discussions between the members of the Welsh Advisory Team and primary Head Teachers and the completion of a school Welsh Language Profile every two years, ensures that there is a robust dialogue between the LA and its schools in relation to Welsh standards and encourages Head Teachers to identify where professional development is needed for staff in order to improve their 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 development plans.

Particular attention will need to be paid to the professional development of staff in the secondary English medium sector to prepare for the removal of the GCSE short course in Welsh and to fully embed the Full Course from September 2017. Limited information from WJEC about the structure of this new qualification, including details of the specification and delivery time required, is causing concern amongst Head Teachers and Curriculum Managers as they need to be undertaking curriculum redesign now in preparation for September 2017. School leaders have already expressed 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 and they believe this will be further compounded by the introduction of this more demanding course. The local authority will seek to work in close collaboration with GwE and with Wrexham as its neighbouring authority 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.

The introduction of the Siarter Iaith in Welsh medium primary schools is having a major impact and its completion to the Gold standard in all WM schools by 2018 is a key priority and a major focus of the Team's work. The proposed pilot and roll-out programme of the Siarter for Welsh Second Language, Cymraeg Campus, over the next three years will be a critical part of the authority's plan to improve the quality of Welsh in the English medium sector which could have a positive impact on encourage pupils to then access a Welsh medium secondary education and become fully bilingual. A pilot project has just been launched in the Treffynnon cluster of primary schools in the authority.

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 was the first North Wales authority to pilot a sabbatical programme for Classroom Assistants in Welsh medium schools developed by Canolfan Bedwyr and jointly delivered between them and a member of Flintshire's Welsh Advisory Team. This is now being rolled out across the region and Flintshire will continue to target high numbers of assistants for this course as its impact has been significant.

The Entry Level of the Sabbatical programme is offered to Teaching Assistants in English medium schools - in September 2015, 9 out of the 11 course attendees were from Flintshire. The next available course will be in April 2017 and the Welsh Advisory Team are currently identifying potential participants through their training sessions and school visits. Continuing to upskill the support staff in schools to underpin effective curriculum delivery will remain a core priority in the WESP.

For staff in English medium schools as second language Welsh learners, the Foundation Level sabbatical programme is offered to those who have successfully completed the local authority's training programmes and want to extend their language skills even further. This has been very successful with Flintshire staff making up a significant number of the course participants. The target for 2017 is that 5 members of staff from Flintshire schools will take part in the next programme. So far 17 teachers have completed the sabbatical and of those at least 3 were Primary Head Teachers. This has had a very positive impact on their schools because they have led by example and then encouraged and supported other staff within their schools to improve their Welsh language skills.

One of the key priorities of this strategic plan must be to raise the awareness of 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 there is some evidence in a few schools that not all see it as a priority and

unfortunately, this view is often supported by parents in these areas. 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 Digital Competency Framework, the use of Hwb and the explosion of apps for supporting learning all need to be exploited to have 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 local and cross-authority training by creating Hwb networks where course participants can share resources and provide ongoing support to each other. 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.

The local authority is aware of the 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 local authority 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 who had lost confidence, become rusty or 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.

A Welsh Language Skills audit of all staff in Flintshire schools was undertaken in 2013 and has been used to target staff to improve their language skills through training and the sabbatical scheme. It has also helped the local authority identify where there are staff currently in English medium schools with high level Welsh language skills. Through its regular meetings with Head Teachers to update the school's Welsh Language Profile, the Welsh Advisory Team can try to ensure that these staff are being effectively deployed to the improve the second language skills of pupils and staff or even to encourage them to apply for posts in Welsh medium schools.

This audit is going to be repeated in 2017-18 as part of the regional consortia's approach to develop the workforce to support Welsh in Education. This is in response to the recent announcement of additional funding to regional consortia. The data gathered will then inform 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 KS2 is further enhanced at KS3, providing a stronger platform for success at KS4.

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 current profile of leadership of Welsh medium schools in Flintshire would indicate that some turnover in headships can be anticipated in the next few years.

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 leaders access this programme and progress to headship in the Welsh medium sector, which can be more static in this authority because of the smaller number of Welsh medium schools and limited opportunities for promotion.

In a recent initiative between the Integrated Youth Service, The Fine Dining Company and the Urdd, a number of young people from Ysgol Maes Garmon were trained in catering and serving skills through the medium of Welsh to deliver a formal dining experience as a fund raiser for the 2016 Eisteddfod hosted in Flint. This

initiative was a huge success and as a result, 8 of the young people who were trained have been engaged on a part time basis by the catering company when they are available around their school or university studies, to assist them with Welsh language dining events.

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.



Signed:

Date: 11.09.18

Claire Homard, Chief Officer, Education & Youth, Flintshire County Council

### Outcome from Consultation Process

Flintshire received consultation responses from the following:

- The Welsh Language Commissioner
- Urdd Gobaith Cymru
- Cymdeithas yr Iaith & Syfflag (joint response)
- Mudiad Methrin
- Mr H Bryn Jones
- Mrs S Bailey – Chair of Governors, Ysgol Croes Atti, Flint

The comments from the respondents were broadly positive and acknowledged Flintshire County Council's vision and ambition to increase the number of Welsh speakers and to promote Welsh medium education. A few specific comments were made in relation to the phrasing of some words in the plan so a minor number of text modifications have been made to reflect these suggestions.

A number of respondents wanted to see greater clarification around the authority's future plans for the expansion of Welsh medium education, including extending the range of categorisation of schools by Welsh language. These suggestions are acknowledged and will be cross-referenced in the Council's School Modernisation Strategy and future business plans for 21<sup>st</sup> Century Schools funding.

A common response to the draft plan was the request for more detailed actions in order to achieve the vision. Flintshire County Council's WESP is faithful to the template provided by Welsh Government but the Forum had already decided prior to consultation that a more detailed action plan to accompany the strategic document would be a useful tool to support delivery and future monitoring. This action plan is currently under construction by members of the Forum and will be implemented by 1<sup>st</sup> April 2017 and published alongside the WESP by the deadline for plans to be on Council websites by 1<sup>st</sup> June 2017.

Flintshire County Council would like to express its gratitude to all those who provided constructive feedback on its Welsh in Education Strategic Plan 2017-2020.

<b>Outcome 1: More seven year olds being taught through the medium of Welsh</b>				
Expanding Provision	Current	2017-18	2018-19	2019-20
What is the percentage of seven-year-old children currently taught through the medium of Welsh?	6.6%	6.8%	7.2%	7.4%
<b>Outcome 2: More learners continuing to improve their language skills on transfer from primary school to secondary school</b>				
Expanding Provision	Current	2017-18	2018-19	2019-20
What is the current percentage of learners in Year 9 who are assessed in Welsh (First Language)?	5.6%	5.5%	5.6%	7.4%
How does this figure compare with percentage of learners in Year 6 who were assessed in Welsh (First Language) three years earlier? (2013)				8.0% (-2.4%)
<b>Effective transfer and linguistic continuity – progression rates between:</b>				
*Note that in Flintshire, access to part time (10 hours) early years education is based on birth dates between September and April. Summer born children do not receive the 10 hours part time education offer but go straight into school based nursery provision for 12.5 hours if they are 3 years old by 31 <sup>st</sup> August each year.				
Non-maintained Welsh medium childcare settings for children under 3 and funded non-maintained Welsh medium settings delivering Foundation Phase				100% of eligible children
Non-maintained Welsh medium childcare settings for children under 3 and maintained Welsh medium schools delivering Foundation Phase <i>(Based on 7 funded non-maintained settings, one relatively new in an anglicised area right on English border. If this setting is removed from the data, then percentage improves)</i>				85%  (95%)
Non-maintained Welsh medium childcare settings for children under 3 and funded non-maintained Welsh medium settings delivering Foundation Phase and subsequently maintained Welsh medium schools <i>(*see note above)</i>				85%  (95%)
Foundation Phase and Key Stage 2				100%
Key Stage 2 and Key Stage 3 <i>(*It is hoped that the new federation between Ysgol Mornant and Ysgol Maes Garmon will improve the rates of transfer in the northern end of the county in the future as in the past, some pupils have been lost to an English medium secondary school in Denbighshire which is the closest secondary school to Ysgol Mornant)</i>				89%
Key Stage 3 and Key Stage 4				100%
* There are no bilingual schools in Flintshire				n/a
<b>Outcome 3: More learners aged 14-16 studying for qualifications through the medium of Welsh</b>				
Increasing the percentage of learners aged 14-16 studying for qualifications through the medium of Welsh	Current	2017-18	2018-19	2019-20
What is the current percentage of Year 11 learners who are entered for GCSE Welsh First Language who are studying for <b>5</b> or more <u>further</u> Level 1 or Level 2 qualifications through the medium of Welsh? <i>(You should NOT include Welsh literature. Applied GCSEs, double science count as two</i>	89 pupils  5.5% of total Yr 11 population	62 pupils  3.9% of total Yr 11 population	86 pupils  5.6% of total Yr 11 population	93 Pupils  5.5% of total Yr 11 population

<i>subjects; short courses count as one subject. It may not be possible to include BTEC because the awarding body does not differentiate between Welsh-medium and English-medium)</i> <b>Flintshire has 1 Welsh medium secondary school</b>				
What is the current percentage of Year 11 learners who are entered for GCSE Welsh First Language who are studying for 2 or more <u>further</u> Level 1 or Level 2 qualifications through the medium of Welsh? <i>(You should NOT include Welsh literature. Applied GCSEs, double science count as two subjects; short courses count as one subject. It may not be possible to include BTEC because the awarding body does not differentiate between Welsh-medium and English-medium)</i> <b>Flintshire has 1 Welsh medium secondary school</b>	89 pupils <b>5.5%</b> of total Yr 11 population	62 pupils <b>3.9%</b> of total Yr 11 population	86 pupils <b>5.6%</b> of total Yr 11 population	93 pupils <b>5.5%</b> of total Yr 11 population
<b>Outcome 4: More learners aged 16-19 studying subjects through the medium of Welsh in schools, colleges and work-based learning.</b>				
What is the percentage of learners aged 16-19 who study 2 or more subjects				
a) through the medium of Welsh?				6.5%
b) bilingually eg elements of qualifications/modules?				0
<b>Outcome 5: More learners with higher skills in Welsh</b> (Data refers to expected and higher than expected levels and is based on modelled targets from GwE for Flintshire to achieve its expected benchmark position of 6 <sup>th</sup> or better)				
<b>Improving provision and standards in Welsh First Language</b> <i>(Targets based on Flintshire achieving the expected benchmarked position of 6<sup>th</sup> in Wales).</i>	<b>Current Outcomes Summer 2016</b>	<b>2016-17 Targets</b>	<b>2017-18 Targets</b>	<b>2018-19 Targets</b>
What is the percentage of learners at the end of the Foundation Phase who reach at least Foundation Phase Outcome 5 in Language, Literacy and Communication Skills in Welsh-medium/bilingual schools?	<b>88.1%</b>	<b>94.2%</b>	<b>94.7%</b>	<b>95.1%</b>
<i>Outcome 6</i>	<b>33.9%</b>	<b>41.7%</b>	<b>43.6%</b>	<b>45.4%</b>
What is the percentage of learners at the end of Key Stage 2 who reach at least Level 4 in teacher assessment in Welsh?	<b>84.3%</b>	<b>96.5%</b>	<b>97.8%</b>	<b>99.2%</b>
<i>Level 5</i>	<b>37.3%</b>	<b>41.3%</b>	<b>43.3%</b>	<b>45.4%</b>
What is the percentage of learners at the end of Key Stage 3 who reach at least Level 5 in teacher assessment in Welsh?	<b>96.8%</b>	<b>97.8%</b>	<b>98.8%</b>	<b>99.2%</b>
<i>Level 6+</i>	<b>63.5%</b>	<b>65.6%</b>	<b>67.7%</b>	<b>69.8%</b>

What is the percentage of learners at the end of Key Stage 4 who achieve grades A*-C in GCSE Welsh first language?	<b>68.9%</b>	<b>78.7%</b>	<b>79.3%</b>	<b>79.8%</b>
<b>Improving provision and standards in Welsh Second Language</b>	<b>Current Outcomes 2016</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19</b>
What is the percentage of learners at the end of Key Stage 2 who reach at least Level 4 in the teacher assessment of Welsh Second Language?	<b>79.4%</b>	<b>83.7%</b>	<b>84.7%</b>	<b>84.0%</b>
What is the percentage of learners at the end of Key Stage 3 who reach at least Level 5 in the teacher assessment of Welsh Second Language?	<b>86.4%</b>	<b>88.6%</b>	<b>92.3%</b>	<b>90.8%</b>
What is the percentage of learners at the end of Key Stage 4 who achieve grades A*-C in GCSE Welsh Second Language Full Course?	<b>80.4%</b>	<b>33.0%</b>	<b>52.4%</b>	<b>71.4%</b>
What is the percentage of learners at the end of Key Stage 4 who achieve grades A*-C in GCSE Welsh Second Language Short Course?	<b>57.4%</b>	<b>41.1%</b>	-	-
What percentage of the cohort is entered for:	<b>Current</b>	<b>2017-18</b>	<b>2018-19</b>	<b>2019-20</b>
(i)GCSE Welsh Second Language Full Course	<b>17.8%</b>	<b>Unknown</b>	<b>at this</b>	<b>stage</b>
(ii)GCSE Welsh Second Language Short Course	<b>53.3%</b>			
(iii) not entered for either	<b>28.9%</b>	<b>Unknown</b>	<b>at this</b>	<b>stage</b>
<i>It is difficult to establish future targets for W2L GCSE Full course at the current time as schools are still in the planning stage for this new qualification and waiting for guidance from WJEC regarding course content, which may have an impact on the numbers of pupils entered for this qualification next year and beyond. Target setting for W2L was not included in the regional target setting methodology so this was undertaken separately by the LA. This will change from September 2017 when GwE will collect W2L data.</i>				
<b>More learners with higher-level Welsh language skills</b>				
What are the current total A Level Welsh first language entries as a percentage of GCSE Welsh first language entries two years earlier?				<b>2.6%</b>
What are the current total A Level Welsh second language entries as a percentage of the full and short course GCSE Welsh second language entries two years earlier?				<b>1.4%</b>

## Flintshire WESP Appendix 2 – Glossary of Terms

ALN	Additional Learning Needs
ALNCo	Additional Learning Needs Co-ordinator
Early Entitlement	Flintshire’s provision for free, part-time education for 3yr olds
GwE	Regional School Improvement Service for North Wales (covering Wrexham, Flintshire, Denbighshire, Conwy, Gwynedd & Ynys Mon)
Hwb	Welsh Government’s Digital Platform for Wales
LA	Local Authority i.e Flintshire County Council
Trochi	Transition programme for immersion into Welsh language
Urdd	Welsh Youth Organisation
WIL	Welsh First Language
W2L	Welsh Second Language
WESP	Welsh in Education Strategic Plan

## Flintshire WESP Appendix 3 – Statutory Consultees

A local authority must consult the following on the Plan in draft:

### **Section 84 of the School Standards and Organisation (Wales) Act 2013:**

- neighbouring local authorities
- the head teacher of each school maintained by it
- the governing body of each school maintained by it
- each institution within the further education sector in its area
- in relation to any foundation or voluntary school in its area –
  - the person who appoints the foundation governors
  - if the school has a religious character, the appropriate religious body
- other prescribed persons.

Other prescribed persons” are listed in Regulation 9:

- the Welsh Language Commissioner
- the Early Years Development and Childcare Partnership
- school councils
- Her Majesty’s Chief Inspector of Education and Training in Wales
- such organisations providing services to children and young people as the local authority considers appropriate
- such other persons or bodies as appear to the local authority to be appropriate.