

Welsh In Education Strategic Plan 2022-2031

**Planning for the future of Welsh Medium
Education Provision in Wrexham Consultation**

Education and Early Intervention Department

Version 2

September 2021



Foreword

Wrexham County Borough Council is committed to supporting, expanding and promoting Welsh-medium education and this is based on the following key objectives:

- To provide parents, children and young people with full information and understanding of the advantages of being bilingual in a way that is accessible and current;
- To enable children and young people to be able to use Welsh as a language for living and to develop confidence in the normalisation of being bilingual in their day to day lives;
- To increase the number of pupils who receive their education through the medium of Welsh in the current designated Welsh medium schools and ensure future planning to increase capacity;
- To improve provision in English medium schools in order to significantly raise standards of Welsh language and promote bilingualism;
- To work with our partners to develop a Continuous Professional Development programme that supports practitioners to be able to deliver the WESP's objectives as well as increasing the number of practitioners within the Welsh medium sector.

The requirement to publish a Welsh in Education Strategic Plan (WESP) is set out in the School Standards and Organisation (Wales) Act 2013; this requirement includes a local authority's proposals and targets to:

- i. Improve the planning of the provision of Welsh medium education in its area;
- ii. Improve the standards of Welsh medium education and of the teaching of Welsh in its area.

Welsh Government's strategy is to have one million Welsh speakers by 2050 (Cymraeg 2050: A million Welsh speakers). New regulations make provision for local authorities to prepare a ten year WESP with effect from September 2022 and this will effectively become the cornerstone of the Council's contribution towards Welsh Government's strategy.

We are proud of the progress we have made in relation to the outcomes we set out at the start of our current WESP but we recognise that there is a great deal more to be achieved. We welcome the opportunity this new WESP gives us as we embark on the next stage of our journey.

This consultation document sets out the current position in relation to Welsh medium education provision in Wrexham and highlights the steps we need to take over the next ten years. Consequently, this is an opportunity to seek your views and to influence the strategy for the next ten years. We look forward to hearing from you.

Karen Evans - Chief Officer Education and Early Intervention, 01978 292000
Wrexham County Borough Council, The Guildhall, Wrexham, LL11 1AY

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1. The Vision

The year 2050: The Welsh language is thriving, the number of speakers has reached a million, and it is used in every aspect of life. Among those who do not speak Welsh there is goodwill and a sense of ownership towards the language and a recognition by all of its contribution to the culture, society and economy of Wales...Our vision is to secure favourable circumstances throughout the country that support language acquisition and use of Welsh language skills. We want to see an increase in language transmission in the family, early introduction of Welsh to every child, an education system that provides Welsh language skills for all...

Cymraeg 2050 – A million Welsh speakers (Welsh Government, 2017)

Having recognised the appetite for Welsh medium education in Wrexham, we are exceptionally pleased at the progress we have made to date.

Wrexham have been very successful in meeting demand for Welsh medium school places and indeed have grown considerably prior to and across the lifetime of the previous WESP. In 2013 we opened a new 210 place Welsh medium school Ysgol Bro Alun, this school was so successful in drawing pupils we have since expanded the provision at this site to accommodate 315 pupil places. Further to this we have expanded provision across a number of Welsh medium schools where the sites allowed. In the last 10 years we have increased capacity in Primary by 560 places or 42.78%.

	Entry	Capacity	Entry	Capacity
School	2012	2012	2021	2021
Llanarmon DC School	7	49	7	49
Ysgol Min y Ddol	14	98	20	140
Ysgol Bryn Tabor	42	294	45	315
Ysgol Bodhyfryd	49	343	60	420
Ysgol I.D. Hooson	45	315	45	315
Ysgol Plas Coch	30	210	45	315
Ysgol Bro Alun	0	0	45	315
Total	187	1309	267	1869

	Increase	
School	Entry	Capacity
Llanarmon DC School	0	0
Ysgol Min y Ddol	6	42
Ysgol Bryn Tabor	3	21
Ysgol Bodhyfryd	11	77
Ysgol I.D. Hooson	0	0
Ysgol Plas Coch	15	105
Ysgol Bro Alun	45	315
Total	80	560

Ysgol Morgan Llwyd is the Welsh medium secondary in Wrexham. We have increased the available capacity at the Morgan Llwyd site by creating a stand-alone sixth form provision under the 21st Century schools programme.

The development and expansion of Welsh medium education remains our vision and we recognise the importance of creating opportunities for all Wrexham pupils to become bilingual so that they emerge from our education system, proud of their identity and confident in using both languages. In promoting bilingualism, we are widening our children's horizons; in the context of Wales, employers' increasing need a bilingual workforce and research tells us that learning more than one language facilitates the learning of other languages.

We also recognise that the use of Welsh beyond the school gates is an important factor. The Council, through its Welsh Language Standards, and the Welsh in Education Forum will continue to effectively collaborate with its partners. Amongst other benefits, these partnerships aim to ensure that learners in Wrexham have opportunities to use Welsh in all aspects of everyday life and add confidence to citizens becoming actively bilingual.

Taking all of this into consideration, our vision for the next ten years is as follows:

1. To recognise every child's right to learn Welsh and to promote the benefits of bilingualism, ensuring that parents have all the information they need to make informed decisions at every stage;
2. To increase the percentage of pupils opting for Welsh medium education and to ensure that it is available to all learners, within reasonable travelling distance from their homes;
3. To build upon past achievements and to promote the highest academic standards possible;
4. That parents who choose a Welsh medium setting for their child in the early years, will be encouraged and supported to continue in Welsh medium education for the remainder of their schooling and beyond.
5. That Wrexham will be seen by Welsh speakers across Wales as a desirable place in which to live and work, which has a vibrant Welsh speaking community.

The Well-being of Future Generations (Wales) Act 2015⁶ requires public bodies across Wales named in the Act to work towards achieving seven well-being goals, including 'A Wales of Vibrant Culture and Thriving Welsh Language'. Wrexham's Welsh in Education Forum and our WESP will bring stakeholders together and involve them in decision making that support the Act's seven well-being goals. The Forum in particular will ensure long term planning and partnerships in safeguarding that education provision within Wrexham supports the goals of a more equal society that enables people to fulfil their potential no matter what their background or circumstances, and ensuring a sustainable society that promotes and protects the Welsh language, heritage and culture in Wrexham and in our neighbouring communities.

2. Consultation Arrangements

This consultation document will be published on Wrexham County Borough Council's website and made available to the following in line with Section 84 of the School Standards and Organisation (Wales) Act 2013:

- The Governing Bodies and Headteachers of all schools maintained by Wrexham County Borough Council;
- Flintshire County Council;
- Denbighshire County Council;
- Powys County Council;
- Coleg Cambria;
- Prifysgol Glyndwr;
- The Welsh Language Commissioner
- Estyn
- The Diocese of St Asaph
- Wrexham Early Years Forum
- CaBan – Chester/Bangor North Wales Partnership
- Mudiad Meithrin
- Yr Urdd
- Menter Iaith Fflint a Wrecsam
- Senedd yr Ifanc
- Merched y Wawr
- Betsi Cadwaladr Health Board
- RhAG (Rhieni dros Addysg Gymraeg)
- Cymdeithas yr Iaith

The consultation period will start on Monday 1st November 2021 and close on Friday 31st of December 2021.

During this period you can express your views in either of the following ways:

- In writing, to Mrs Karen Evans, Head of Education and Early Intervention, Wrexham County Borough Council, The Guildhall, Wrexham. LL11 1AY;
- Online Your Voice

Please use the consultation response form at the end of this document.

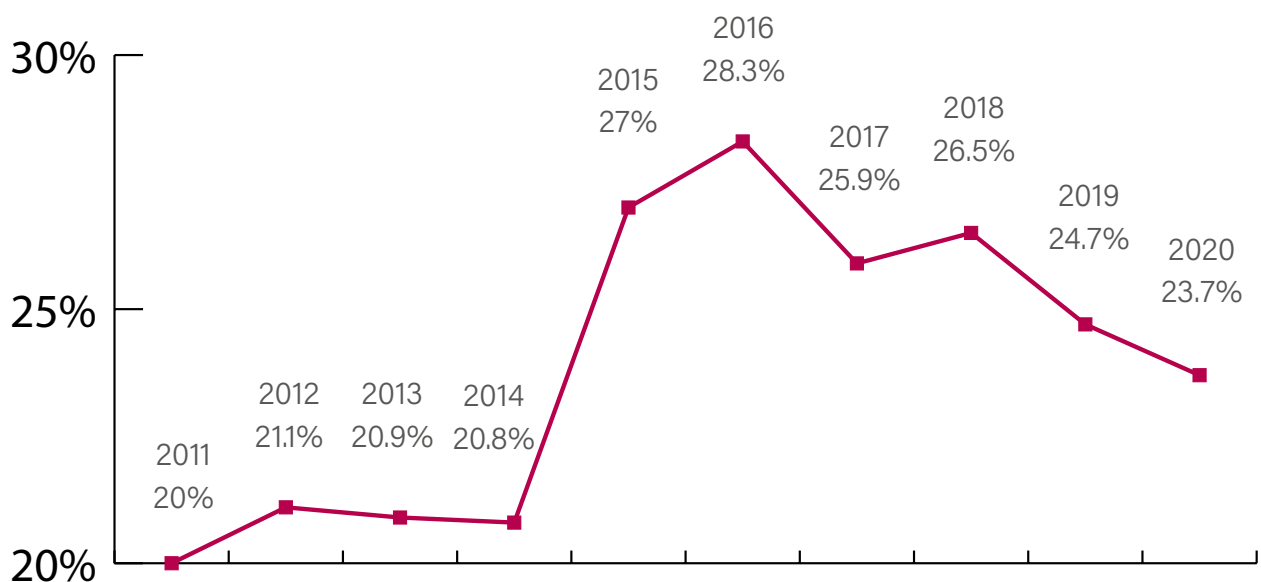
3. Population and Linguistic Characteristics

As at PLASC 2021, there were 17,962 full time equivalent (FTE) pupils in all Wrexham schools, these included*:

- 10,959 FTE pupils in Primary schools
- 6649 FTE pupils in Secondary schools (Includes Sixth Form)
- 273 FTE pupils in the Special school
- 53 Pupil in the Pupil Referral Unit
- * Pupils with an enrolment status of C or M only
- 10 FTE pupils at Ysgol Cae'r Gwenyn currently not being counted

APS - Ability to speak Welsh % (Wrexham) * End of December quarter

Year	Percentage %
2011	20%
2012	21.1%
2013	20.9%
2014	20.8%
2015	27%
2016	28.3%
2017	25.9%
2018	26.5%
2019	24.7%
2020	23.7%



Welsh Language Skills: Wrexham

The results of the 2011 Census indicated that there were 16,659 people (all ages 3+) (12.9%) in Wrexham able to speak Welsh; this was below the Welsh average of 19%.

The data below represents the different Welsh language skills ability levels (% in population) in Wrexham in comparison with the % in population in Wales.

	Wrexham County Borough	% of Population	Wales	% of Population
All people aged 3 and over	129425	-	2955841	-
No skills in Welsh	101886	78.7	2167987	73.3
Understands spoken Welsh only	7608	5.9	157792	5.3
Total Welsh speakers	16659	12.9	562016	19
Speaks but does not read or write Welsh	3005	2.3	80429	2.7
Speaks and reads but does not write Welsh	1602	1.2	45524	1.5
Speaks; reads and writes Welsh	11867	9.2	430717	14.6
Other combination of skills	3457	2.7	73392	2.5

4. Current Welsh Provision

In this document two sets of data is used. The first is the baseline figure used by the Welsh Government to calculate the WESP targets for our local authority. This is based on the 2019/20 school census data which is 235 pupils in Year 1 in Wrexham Welsh medium schools, representing 15% of the overall cohort. We will use this figure when we are referring to our baseline in terms of our WESP target for increasing the number of 5 year olds receiving their education through the medium of Welsh. The second set of data is based on the number of pupils attending Wrexham Welsh medium schools as reported in the 2021 school census, which is 208 pupils in Year 1. We will use this figure when we are referring to current capacity in our Welsh medium schools, and surplus places.

There are currently 267 places available each year on entry each year into Welsh medium schools in Wrexham. This does not include entry into the Dual stream provision at Ysgol Cynddelw as that remains flexible within their given published admission number of 18.

Capacity, Number on Roll and Spare Places in the Welsh medium sector

School capacity is determined by the "Measuring the Capacity of Schools in Wales" guidance published by Welsh Government and provides a robust and consistent method of assessing the maximum capacity of a school and the number of pupils it can accommodate. The capacity measurement determines a school's Admission Number and therefore plays a significant part in awarding or refusing school places. On the basis of school capacities and pupil numbers in April 2021, the following table indicates the total capacity, pupil numbers on roll (NOR Reception – Year 6) and the extent of spare places (note that nursery or part time pupils are not included in the determination of spare places).

The tables below demonstrate the current numbers on roll as @ 20.04.2021.

School	Capacity	Number on Roll	Spare Places	% Surplus
Llanarmon DC School	49	16	33	67.35%
Ysgol Min y Ddol	140	94	46	32.86%
Ysgol Bryn Tabor	315	234	81	25.71%
Ysgol Bodhyfryd	420	313	107	25.48%
Ysgol I.D. Hooson	315	253	62	19.68%
Ysgol Plas Coch	315	266	49	15.56%
Ysgol Bro Alun	315	233	82	26.03%
Total	1869	1409	460	24.61%

Schools with >25% spare places are those recognised by Welsh Government as having a significant surplus. Whilst it would appear that there are sufficient places available for Welsh medium provision, generally they are not in areas where the development and expansion of the provision needs to take place. Currently, five Welsh primary schools have a significant surplus.

School	EE	Nursery	Reception	Year 1	Year 2
Llanarmon DC School	2	3	3	3	1
Ysgol Min y Ddol	0	18	16	13	17
Ysgol Bryn Tabor	8	24	30	36	23
Ysgol Bodhyfryd	15	45	39	36	52
Ysgol I.D. Hooson	0	22	30	32	41
Ysgol Plas Coch	0	42	29	44	39
Ysgol Bro Alun	0	43	35	44	41
Total	25	197	182	208	214

School	Year 3	Year 4	Year 5	Year 6
Llanarmon DC School	2	2	3	2
Ysgol Min y Ddol	13	16	16	3
Ysgol Bryn Tabor	44	34	37	30
Ysgol Bodhyfryd	48	42	50	46
Ysgol I.D. Hooson	45	26	37	42
Ysgol Plas Coch	42	39	38	35
Ysgol Bro Alun	28	29	28	28
Total	222	188	209	186

The table below demonstrates the current surplus places across the Welsh medium Estate by year group.

	PAN	Surplus Places By Year Group						
School		Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Llanarmon DC School	7	4	4	6	5	5	4	5
Ysgol Min y Ddol	20	4	7	3	7	4	4	17
Ysgol Bryn Tabor	45	15	9	22	1	11	8	15
Ysgol Bodhyfryd	60	21	24	8	12	18	10	14
Ysgol I.D. Hooson	45	15	13	4	0	19	8	3
Ysgol Plas Coch	45	16	1	6	3	6	7	10
Ysgol Bro Alun	45	10	1	4	17	16	17	17
Total	267	85	59	53	45	79	58	81

*note that Bro Alun surplus is due to phasing in of increased capacity of 45 pan from entry only

Using current levels of spare places in isolation is unlikely to provide a true picture of trends in individual schools or areas as small or large school year groups can skew the picture.

Secondary Welsh medium provision

Ysgol Morgan Llwyd is the Welsh medium secondary in Wrexham. We have increased the available capacity at the Morgan Llwyd site by 240 places by creating a stand-alone sixth form provision under the 21st Century schools programme. Further consultation will be required in the future to formally increase the admission number as required utilising the space freed by the sixth form.

School	Year 7	Year 8	Year 9	Year 10	Year 11	Total on Roll
Ysgol Morgan Llwyd	163	152	150	149	130	744

School	Surplus Places By Year Group					
	Year 7	Year 8	Year 9	Year 10	Year 11	Total on Roll
Ysgol Morgan Llwyd	30	41	43	44	63	221
% surplus	15.54%	21.24%	22.28%	22.80%	32.64%	22.90%

Over the last five years the average transition rate from Year 6 in the Welsh medium primary schools into Year 7 at Ysgol Morgan Llwyd was 91.49%.

Post 16 Provision

School	Year 12	Year 13	Total on Roll Post 16 provision
Ysgol Morgan Llwyd	55	35	90

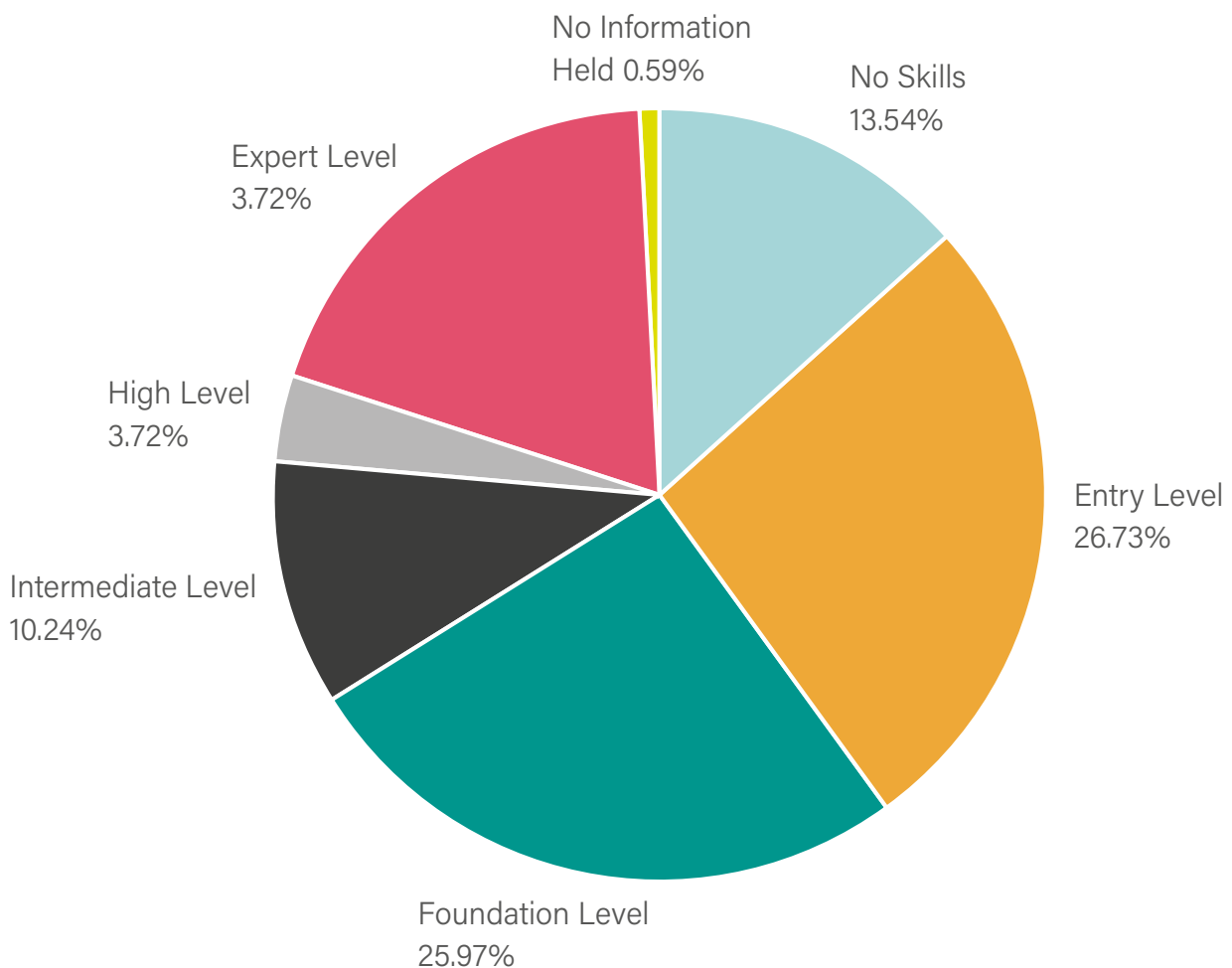
A measure of a sixth form's success is the retention of learners at the end of Years 11 and 12, i.e. following external examinations for GCSE and AS level respectively. Ysgol Morgan Llwyd retention of Year 11 has fluctuated in recent years, following significant investment and expansion at Coleg Cambria. However, the most recent figures are beginning to show the impact of the new sixth form provision at Ysgol Morgan Llwyd.

PLASC Years	Year 11 Cohort	Number of Pupils Transferred to Year 12	% of Cohort Transferred into Year 12
2016 - 2017	120	58	48.3
2017 - 2018	113	37	32.7
2018 - 2019	113	33	29.2
2019 - 2020	114	36	31.6
2020 - 2021	129	55	42.6

5. The Workforce (Teachers and Teaching Assistants)

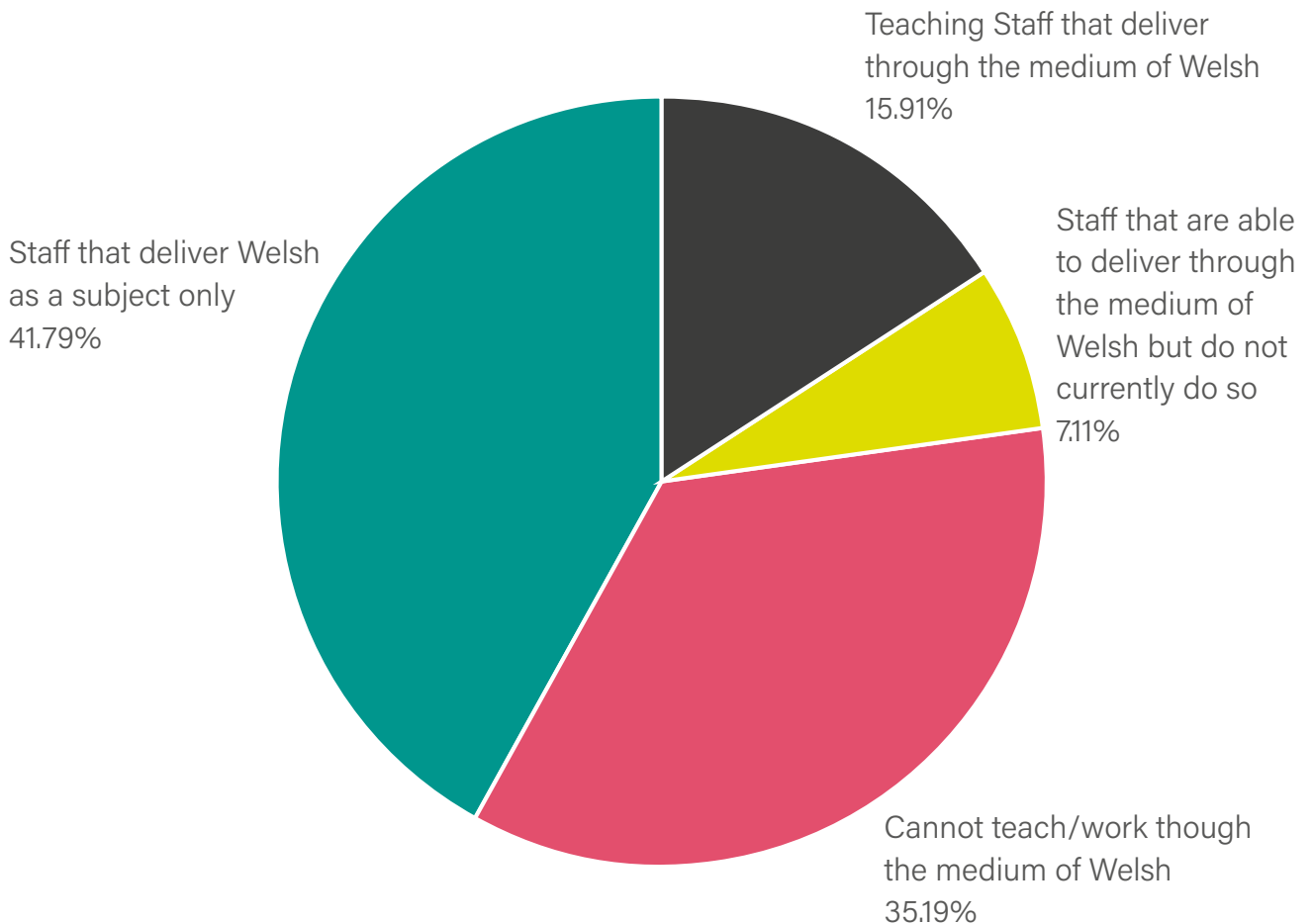
We have used the data collected about the Welsh language skills of the school workforce in the Skills Census to identify current gaps and where the gaps are likely to occur in the future. The charts below provides an indication of ability levels.

	No Skills	13.54%
	Entry Level	26.73%
	Foundation Level	25.97%
	Intermediate Level	10.24%
	High Level	3.72%
	Expert Level	19.20%
	No Information Held	0.59%



Teaching Staff that can teach through the medium of Welsh: Wrexham

	Teaching Staff that deliver through the medium of Welsh	188	15.91%
	Staff that are able to deliver through the medium of Welsh but do not currently do so	84	7.11%
	Cannot teach / work though the medium of Welsh	416	35.19%
	Staff that deliver Welsh as a subject only	494	41.79%



6. Provision for Latecomers to the Welsh Language

A more strategic approach to supporting latecomers to Welsh medium education in the primary sector has been developed during the course of the previous plan. In September 2018 a language outreach co-ordinator role was created to support pupils who were new to Welsh medium education. The post holder supports individuals or small groups in every primary school on a weekly basis, and has developed resources that the class teachers can use to consolidate the work in-between visits. Under the current post holder, the role has also extended to supporting parents who make the choice to move their children into a Welsh medium school, through the setting-up of a social media platform sharing links to relevant support materials.

The number of latecomers receiving support has increased significantly since the start of this new approach, from 18 in September 2018 to 58 by April 2021. This is an indication of the importance of this post and maintaining this will be a priority for us in the new Plan. However, as the number of latecomers continue to increase, there is a need to review the current structure of the support to determine the best delivery model going forward.

The provision has been particularly effective during the turbulent covid period and subsequent disruption to schooling. It has offered a multi-faceted and flexible approach to blended learning which has been valued by both schools and families alike.

7. Welsh Medium Provision for Pupils with Additional Learning Needs

Considerable changes are planned in Wales from September 2021 in relation to the statutory provision required to meet the needs of learners with SEN or ALN. The ALNET Act 2018 requires Local Authorities to keep the arrangements for supporting learners with SEN or ALN within their area under review and consider whether these arrangements are sufficient. The ALNET Act 2018 also includes a statutory requirement to take reasonable steps to create a Welsh medium and bilingual system of support for learners with SEN or ALN.

Currently, there are 3 generic Resource Provisions within the Local Authority;

- One Foundation Phase and one KS2 Resource Provision at Ysgol Bodhyfryd which has capacity for 8 and 11 learners respectively.
- One secondary Resource Provision at Ysgol Morgan Llwyd which has capacity for 16 learners.

Placements within these provisions are agreed by the Local Authority's Inclusion Moderation Panel.

An independent review of all the Local Authority's specialist provisions has recently been undertaken and recommendations will follow in due course.

Further development is required in order to enhance Welsh Medium provision within the Local Authority's specialist settings, such as the special school and the Pupil Referral Unit. In addition to this, the Local Authority will need to continue to ensure that ALN provision within the Welsh medium sector matches the emerging need of learners and that there is increased capacity to support learners with ALN in Welsh medium schools by having more Welsh speaking staff in central teams, as well as within partner organisations. Current Welsh language resources will need to be reviewed and the Local Authority will collaborate nationally to ensure that Wrexham schools and Wrexham learners access to have the resources they need.

8. School 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. Wrexham Local Authority fulfils the statutory duty and complies fully with the Learner Travel Measure.

Pupils in Wrexham qualify for free school transport if:

- They are residents of Wrexham;
- Are of compulsory school age, i.e. 5-16.
- They attend their nearest suitable school.
- They live at least 2 miles from the school, if they are of primary school age;
- They live at least 3 miles from the school, if they are of secondary school age.

Access to Welsh Medium Education provision

Subject to the conditions outlined above, the Council provides free home to school transport to Welsh medium provision as follows:

Primary provision

Pupils will receive free transport if they satisfy the distance criteria outlined above.

Free transport will not be provided to pupils whose parents choose to access Welsh medium primary provision at another school other than their nearest suitable.

Secondary provision

Pupils will receive free transport if they satisfy the distance criteria outlined above.

Free transport will not be provided to pupils whose parents choose to access Welsh medium secondary provision at another school other than their nearest suitable.

Post 16 provision

Wrexham Council does not provide transport to post 16 provision.

9. School Categories according to Welsh Medium Provision

All schools and local authorities in Wales have to inform parents and the Welsh Government in what language they intend to teach; this can be through either Welsh or English, or through a combination of both. Welsh Government's policy for school categories according to Welsh medium provision is part of wider education reforms, including the Cymraeg: A million Welsh speakers strategy and the introduction of the new curriculum in 2022.

There is specific legislation that sets duties and requirements on schools and local authorities to provide parents/carers with information about the language medium in which the curriculum is delivered. The School Information (Wales) Regulations 2012 sets out the information to be published by schools and local authorities in their individual school and authority wide composite prospectus. This includes information about school language categories for the purposes of PLASC (Pupil Level Annual School Census).

Welsh Government consulted on proposed linguistic categories between 14 December 2020 and 26 March 2021 and therefore the revision is yet to be concluded. However, a brief summary of the proposed categories is included on the next page; further information and detail can be obtained on the Welsh Government website.

In Wrexham our current provision is defined as follows:

Category/ Definition	English medium	Welsh medium	Dual Stream
Nursery	1	0	0
Primary	49	7	1
Secondary	8	1	0
Total	58	8	1

There are seven Welsh medium Primary schools 12.28% of provision. There is one dual stream Primary School 1.75% of provision.

10. WESP Target

In accordance with the regulations, our plan must include a target outlining the expected increase in the number of Year 1 learners taught through the medium of Welsh in the local authority area during the lifespan of the Plan. The methodology to calculate the above target is consistent with the guidance published by Welsh Government, and relates to the increase in the number of learners in Welsh-medium education required to meet the target of a million Welsh speakers by 2050. The target is based on the number of Year 1 learners (5/6 year olds), with data taken from the Pupil Level Annual School Census (PLASC) The Welsh Government has based their target on the 2019/20 PLASC which gives Wrexham a baseline of 235, although in the 2021 PLASC there were 208 pupils on roll in Year 1.

		2030/31 Target			
	Pupils 2019/20	Lower	Diff	Upper	Diff
Pupils	235	360	125	425	190
Cohort	1567	1567	-	1567	-
% Welsh Medium	15.0%	23%	-	27%	-

N.B The target above is projected on the baseline cohort number of 1567 Y1 pupils.

	Places Available	Lower	Diff	Upper	Diff
Pupils	267	360	93	425	158

All Welsh local authorities have been placed in one of four groups; Wrexham sits in Group 3, i.e. where between 14% and 19% of Year 1 children were being taught through the medium of Welsh in 2019/20. Other authorities in this group are: Swansea, Vale of Glamorgan, Rhondda Cynon Taf, Merthyr Tydfil, Caerphilly and Cardiff. Welsh Government has established a lower range and an upper range target for Wrexham. This represents an 8 percentage point increase (lower range) and 12 percentage point increase (upper range) in the number of Year 1 pupils being taught through the medium of Welsh. Whilst the lower range should be treated as the minimum to be achieved, the upper range should not be treated as a maximum.

In 2019/20 (PLASC 2020), there were 235 Year 1 pupils taught through the medium of Welsh in Wrexham. This represents 15% of the total cohort and represents the baseline for our 10-year target.

The table below provides an analysis of the baseline data followed by Welsh Government's target for Wrexham. It should be noted that Welsh Government's targets are based on the cohort size as in the school census data from 2019/20. Consequently, the actual number of pupils required to reach the required lower and upper range targets will depend on actual cohort sizes during the next 10 years:

School	Year 1 Pupils (PLASC 2019/20)
Llanarmon DC School	1
Ysgol Min y Ddol	17
Ysgol Bryn Tabor	23
Ysgol Bodhyfryd	55
Ysgol I.D. Hooson	43
Ysgol Plas Coch	41
Ysgol Bro Alun	41
Ysgol Cynddelw	14
Total	235 (15.0%)
Total Cohort	1567

	Pupils 2019/20		2030/31 Target			
	Baseline		Lower Range		Upper Range	
	No.	%	No.	%	No.	%
Wrexham	235	15.0%	360	23%	425	27%

Current baseline for actual places available for pupils across Wrexham

- 2021
267 (14.65%)
- 2022
297 (15.9%) New Borrass School

The Baseline figure for provision is 267 places available at entry, this does not include the variable intake at our dual stream school at Cynddelw.

The Lower target is 360 which currently gives us a gap in provision of 93 places.

The Higher target is 425 which currently gives us a gap in provision of 158 places.

11. WESP Outcomes

Outcome 1

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

Where are we now?

We have worked closely with our key strategic partner, Mudiad Meithrin, on this outcome, and will continue to do so during the next WESP cycle. The focus of the activity during the last WESP has been on the following:

Cymraeg i Blant

The aim of the Cymraeg i Blant programme is to increase the number of children in Welsh-medium education by supporting parents, prospective parents and other family members to introduce and use Welsh in the home, and to support children's language development both socially and educationally. For the past three years a Cymraeg i Blant officer has been working in the Wrexham area (part time) running support sessions for prospective and new parents by offering baby massage, baby yoga and Story, Sign and Song sessions. In addition, the officer has attended pre and post-natal sessions to share information on the benefits of introducing the Welsh language and to share information about Welsh language care and education by working with the Health Visitors and Midwives within the county.

Since the start of the COVID period, Cymraeg i Blant has continued to support parents virtually with a variety of different sessions offered e.g. Stori a Chân, Baby Massage and Yoga for new parents, Fi a fy mabi (Me and My Baby) as well as Welsh language exercise sessions new learners. The officer is constantly reviewing the geographical areas where the sessions are provided and aligning these with the Mudiad Meithrin SAS scheme as well as any Welsh medium education developments within the LA. Over lockdown collaboration with the health sector and other partners has continued at a distance and presentations to midwifery students and health visitors have now resumed as well as grassroots collaboration.

Ti a Fi

A Ti a Fi officer was funded to Mudiad Meithrin to support a clear pathway for parents after attending Welsh for children sessions to lead them to the Cylch Meithrin and Welsh medium education. There were 9 Cylch Ti a Fi in Wrexham before the pandemic, which will need to be restarted as soon as the restrictions allow.

Extending Early Years provision

The capacity of Cylch Meithrin at Ysgol Bro Alun was increased through the capital grant to build a new two room building which will release capacity at the school to increase from 210 to 315. Cylch Meithrin numbers have grown to accommodate 67 children over two school years. Pre-school education, with the childcare scheme offered as well as day care between 8.05am and 5.10pm. A new early years provision was built at Min y Ddol using the capital grant which will open September 2021 releasing space at school. Plans are in place for the opening of the new Cylch at Borrass, with the Leader and the committee now in place. Cylch Antur opened in January 2021 in partnership with Homestead Nursery through an SAS scheme to offer a playgroup for children in the Gresford area. Cylch Meithrin Bryn Tabor opened in January 2020, and planning has started for provision in the Rhiwabon area – both as part of the SAS scheme.

Croesi'r Bont

We have continued to deliver and develop Croesi'r Bont as an immersion program for linguistic transition between the Cylchoedd Meithrin and Wrexham Welsh Medium Schools Nursery classes. All cylchoedd meithrin now part of the scheme.

In addition funding has been received through the Flying Start Programme so that all Cylchoedd in Wrexham are part of the Crossing the Bridge Immersion program.

Clwb Cwtch

Clwb Cwtch is an 8 week taster course aimed at new learners and focusing on the language of parenting at home. Live sessions are provided by a team of national Clwb Cwtch deliverers on Microsoft Teams, and in the community. 14 from the Borrass area registered for the virtual sessions.

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

Cymraeg i Blant

We will continue to support parents by running support sessions for prospective and new parents by offering baby massage, baby yoga and Story, Sign and Song sessions.

In addition, the officer will attend pre and post-natal sessions to share information on the benefits of introducing the Welsh language and to share information about Welsh language care and education by working with the Health Visitors and Midwives within the County.

Ti a Fi

We will continue to contribute towards the funding of Mudiad Meithrin's Ti a Fi Officer in order to support a clear path for parents after attending Welsh for Children sessions, on to Ti a Fi and leading them to the Cylch Meithrin and Welsh medium education. This will ensure the continuity of the learning medium throughout the child's educational journey. Mudiad Meithrin will fund an additional post September 2021 - May 2022.

Extending Early Years provision

We will work together to ensure that the Childcare Sufficiency Assessment meets the need for Welsh-medium provision by strengthening and expanding Welsh-medium childcare provision to ensure a seamless path to Welsh-medium education.

Cylch Meithrin Borrás will open in September 2021 in preparation for the new Welsh medium Borrás School opening in September 2022. A new Cylch in Rhiwabon is planned due to an increase in numbers of children receiving Welsh Medium Education at Min y Ddol Cefn Mawr and I.D Hooson. A new building will be provided through the capital grant. This project is part of Mudiad Meithrin's SAS scheme with financial investment in the provision. A new building for early years provision at Ysgol I.D. Hooson will encompass Cylch Maes y Gornel and I.D.Hooson wrap around care.

We will ensure that the Wrexham Family Information Service has the right up-to-date information about provision using the Dewis Cymru website.

We will collaborate with multilingual families and confirm relevant information regarding Welsh medium education in their own language.

Croesi'r Bont

We will continue to support this work with the aim of adding Cylch Borrás, Cylch Antur and Cylch Meithrin Bryn Tabor, and the new Cylch in Rhiwabon to the 7 already receiving this provision.

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

Our Childcare Assessment Data will be used strategically to identify the available Welsh language provision, and to plan future expansion according to need.

There will be an established and ongoing partnership between our secondary schools, FE providers and Mudiad Meithrin's Apprenticeship Schemes to provide a sustainable and skilled workforce for the future. Through our wider promotion strategy, we will have encouraged more Welsh speakers to join the profession.

We will continue to maintain our strong transfer and progression levels between Cylchoedd Meithrin and Welsh Medium schools, aiming to further increase the number of settings with 100% rate.

Our ongoing positive collaboration with Flying Start will have resulted in increase in places.

With the support of our partners, we will have available training programmes to support our workforce learn Welsh, to improve their Welsh skills, and to have a better understanding of the pedagogy of language immersion.

Outcome 2

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

Where are we now?

Wrexham has already been very proactive in increasing the WM provision across the County as such the gap as from 2022 will be as follows.

Current Gap from 297 Baseline (2022):

Target	Gap (No of Places)	Gap (No of Classes)	% Increase from baseline
Lower (360)	63	2	21.21%
Higher (425)	128	4	43.10%

We are currently running with surplus provision

Current Capacity 1,869 Places

Current Annual PAN 267

Capacity 14.65%

Current Surplus Places across all year groups 460 (24.61%):

Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total
85	59	53	45	79	58	81	460
31.84%	22.10%	19.85%	16.85%	29.59%	21.72%	30.34%	24.61%

Options to further increase Capacity

Increase Capacity at Current sites

Would require school organisation proposals & and external funding commitment.

Only two current sites could be physically expanded given the current land available. Each site could increase by a further 15 pupils each.

This option if explored would thereby give us an additional 30 places towards the target.

After Option 1: 327, 17.23%

Remaining Gap		No of classes
Lower	33	1
Higher	98	3

Build Additional Provision

This would require the purchase of land, a school organisation consultation and funding.

Switch medium of English medium schools

This would require school organisation consultations, and the decrease in demand for the English medium provision in those areas.

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

From September 2022 we will increase the number of Welsh medium schools in Wrexham, adding a new provision at the old Borrás site, this increases the geographic spread of our schools making Welsh medium increasingly accessible, ensuring that we limit where possible the travel time to a Welsh medium school.

When we open Borrás in 2022 this gives us revised gaps as follows:

The lower target is 360 which gives us a gap in provision of 63 places

The higher target is 425 which gives us a gap in provision of 128 places

During this period the emphasis will be on filling the places we have already within the system and those created by the new provision at Borrás.

We will review our support for latecomers to Welsh medium education and develop and sustainable model that can accommodate increasing numbers. Whilst the 'language centre' model is one that we have considered but rejected in the past, we will review our model, in partnership with our Welsh medium schools and GwE, on a regular basis, and adapt it according to the need and the resources available to us.

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

If successful in creating the demand in the first 5 year period we will when appropriate look to further expand the provision available

For example in order to create an additional 63 places, we would need to create just over 2 additional classes at entry or 2 additional 210 place schools. In order to create 128 places we would be required to establish 4 additional classes at entry or 4 additional 210 place schools.

We would look to provide the additional places by:

- Consulting to increase provision at current sites where feasible to do so
- Creating further WM provision within the County, new build or repurpose, or site swap (subject to demand for education in the specific area)
- Consulting on changing language designation of currently wholly EM schools to dual stream provisions, or wholly Welsh medium.

The main challenges remain, parental preference/demand and workforce.

Outcome 3

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

Where are we now?

Throughout the current WESP we have continued support the work of Mudiad Meithrin by funding a post to support a clear pathway for parents from the Cymraeg i Blant sessions, through the Cylch and on into Welsh medium education.

Our transfer rates have remained very strong with the vast majority of settings achieving 100% into Welsh medium schools.

All pupils registered in our Welsh medium schools are assessed through the medium of Welsh and in Welsh as a first language.

The Welsh medium cluster of primary schools and Ysgol Morgan Llwyd has had a strong collaborative partnership over many years and joint activities such as Glan Llyn Courses, Urdd Eisteddfod, Sports Day etc all contribute to the positive transition arrangements. Overall after parents have opted for Welsh medium education the numbers staying on in the sector up to 16/18 are very high in Wrexham. The growth of learners entering Welsh medium education in Wrexham has been significant in recent years and the transfer rate between the Welsh medium primary schools and Ysgol Morgan Llwyd remains strong. The benefits of continuing with Welsh medium education is promoted well within the primary schools however there has been an emerging trend over the last two years of a slight increase in moves out of Welsh medium education. This is not a situation we have faced in Wrexham in the past and further work is needed to identify the reasons behind this, and to address them.

Ysgol Morgan Llwyd runs a 'Trochi' (Immersion) programme which enables approximately pupils from English medium primary schools to access Welsh medium education through intensive immersion in Year 7 and 8. The scheme has been jointly funded between the school and the LA and has been successful in the past, however numbers have reduced significantly during the lifetime of the current WESP, despite information being shared in the Parents' Guide. Early in the next WESP we will be looking again at the format of the Trochi programme and will look to revise and relaunch it.

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

We will work with Mudiad Meithrin, our schools, Coleg Cambria and Glyndwr University to map out the full journey in terms of Welsh medium education. We will ensure that parents and students are fully informed about the support that is available at every stage and how to access it. We will share this information as widely as possible through a range of communication channels, including with our own staff, so that they are able to guide and advise when asked.

Promote the work of Mudiad Meithrin as they continue to support parents by holding sessions for prospective parents and new parents on baby massage, baby yoga, story sessions, signing and song. The officer will also attend pre and post-natal sessions to share information about the benefits of introducing Welsh and about childcare and education through the medium of Welsh, by working in partnership with midwives and health visitors across the county.

We will undertake a review of the current Trochi provision at Ysgol Morgan Llwyd to better understand the reasons for the reduction in numbers. We will develop the way in which it is promoted e.g. highlighting information about it on schools' websites a creating a link between those and the council's website. We will arrange visits to the primary schools by Welsh teachers and pupil ambassadors and take advantage of every opportunity to celebrate the success of the scheme in the local press.

Work in partnership with Mudiad Meithrin to promote all messages around early years provision to a wide audience, by being inclusive and ensuring that the messages shared are suitable for everyone from any community by following Llais yr Iaith guidelines.

We will investigate the reasons why some children / parents choose not to continue in Welsh-medium education when transferring from primary to secondary. We will work to identify earlier those who are unsure and provide support and encouragement as appropriate.

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

Parents and students in Wrexham will have all the information they need to make informed decisions about the availability and the benefits of Welsh medium education, from birth to university.

We will have effective and established partnerships in places to promote and secure a smooth transition for primary schools to secondary Welsh medium provision, thereby enhancing linguistic progression. Through our improved communication and promotion strategy, we will have a more in-depth understanding of the underlying reasons behind the choices parents and prospective parents are making and can support them more effectively to continue to engage with Welsh medium provision at every stage. If any patterns have emerged in terms of geographical areas we will have planned to address this.

Outcome 4

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

Where are we now?

At Ysgol Morgan Llwyd, all pupils study all subjects through the medium of Welsh, as well as Welsh as a subject. Every pupil at the school is entered for GCSE Welsh first language and outcomes have been good. 100% of Year 11 learners are entered for at least five further level 1 or level 2 qualifications through the medium of Welsh with the majority of pupils successfully achieving five or more Level 2 qualifications through the medium of Welsh. The school offers BTEC and Agored Cymru vocational qualifications, also through the medium of Welsh.

All pupils in our English medium secondary schools study Welsh as a subject and are assessed at the end of KS3.

Up to the summer of 2019, there was a trajectory of improvement in the numbers of KS5 learners who were entered for the Welsh second language A-Level (% entered for the subject compared with the number entered for a GCSE Welsh second language qualification in Yr 11 two years previously: 2017 1.3%; by 2019 2.5%).

During this current WESP we have developed two initiatives that have proved to be successful and we will look to continue and extend during this coming period.

The first was to raise awareness of the advantages of being bilingual in the world of work and the economy within Wrexham primary schools. Whilst the rollout planned for 2020 had to be suspended due to the pandemic, the original project included the targeted areas of Rhos, Ruabon, Chirk, Dee and Ceiriog Valleys. Over 20 employers participated in the project and over 330 Yr 6 pupils participated with 17 Welsh and English medium and dual stream primary schools in those areas. This means that approximately 30% of the County Borough's primary schools were part of the scheme.

The second was a scheme to improve the Welsh language skills of teachers in English medium secondary schools, delivered in partnership with Coleg Cambria. Initially the project supported 30 teachers from 2 schools and the plans to extend this, put on hold due to covid, will now be resumed early in the lifetime of the new WESP.

A recent development has been the joint working between the school and Mudiad Meithrin where level 2 and 3 Childcare qualifications have been offered to Year 10 and Year 11 students. This is mutually beneficial to both parties as it:

- Provides an additional qualification through the medium of Welsh to YMLI students;
- Supports Mudiad Meithrin to identify a suitably qualified Welsh speaking future workforce.

This project will be continued in future years and provides a template for further collaboration with other organisations (e.g. health)

Provision for 14-19 is also mainly at Ysgol Morgan Llwyd with partnerships established with Coleg Cambria and another Welsh medium secondary school in a neighbouring authority (Ysgol Maes Garmon, Flintshire) to collaborate the provision. Coleg Cambria also offers a number of vocational courses bilingually in identified priority areas such as Health and Social Care, Childcare and Public Services.

As noted previously in Outcome 1, We have increased the available capacity at the Morgan Llwyd site by 240 places by creating a stand-alone sixth form provision under the 21st Century schools programme. Further consultation will be required in the future to formally increase the admission number as required utilising the space freed by the sixth form, paving the way for increased numbers to continue with their studies post 16 through the medium of Welsh.

There are currently 85 post 16 students educated at Coleg Cambria who are studying the majority of their qualifications through the medium of Welsh.

The E-ysgol programme has allowed Ysgol Morgan Llwyd o offer a broader range of post 16 qualifications in collaboration with other schools using an online learning platform. Whilst this has obvious benefits, there are some challenges too in terms of maintaining engagement and a personal connection between staff and students.

In terms of the current number and percentage of learners in Year 10 and above who study for qualifications and are assessed through the medium of Welsh, the following is the information provided as in January 2021:

Target	Year 10	Year 12	Year 13
Pupil Numbers studying through the medium of Welsh	149	55	35
Total Cohort size	1273	146	100
% studying through the medium of Welsh	11.7%	37.7%	35.0%

* Secondary schools only

** Pupils with an enrolment status of C or M only

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

In partnership with Ysgol Morgan Llwyd, we will work to further increase the numbers studying A Level Welsh First Language and gaining high grades in the subject. We will communicate with prospective students and their carers to allay any concerns about the level of challenge of the subject, and its usefulness as an A level subject.

We will work collaboratively with the Coleg Cymraeg Cenedlaethol and Careers Wales to hold talks by professionals from different industries to demonstrate the value of a qualification in the language, and subjects through the medium of Welsh within the world of work.

We will lobby and support national moves to increase the number of qualifications, both academic and vocational, available through the medium of Welsh. As part of our 14-19 Learning Pathways review of provision, we will endeavor, with our partners, to provide a full range of suitable courses partly or fully through the medium of Welsh.

In partnership with GwE, we will extend our collaboration with other Welsh medium schools both regionally and nationally, to share and learn from the best practice available.

We will continue to work with GwE to support our schools to prepare for the full and successful implementation of the new Curriculum for Wales, ensuring that all staff understand the requirements regarding the Welsh language, and have the skills and the resources to deliver it.

We will continue to promote all the available training and support on offer for teachers to improve and further develop their Welsh language skills in order to move them along the language continuum.

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

The following are our projections for Years 10 and above in 2031 and is based on our current 5 year average transfer rate of 91.49% from the Welsh medium primary schools to Ysgol Morgan Llwyd.

As at January 2031	Year 10	Year 12	Year 13
Pupil Numbers studying through the medium of Welsh	164	73	62
Total Cohort size	1219	137	128
% studying through the medium of Welsh	13.5%	53.3%	48.4%

* Secondary schools only

** Pupils with an enrolment status of C or M only

However, as outlined in Outcome 3, above, we will be putting in place targeted strategies to further increase this percentage transfer rate over the coming years, therefore our aspirational target for the number of students in Year 11 studying through the medium of Welsh in 2031, based on the number of pupils in Welsh medium education in Year 1 in January 2021 (see 10 above) will be 208.

Outcome 5

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

Where are we now?

In Wrexham's 5 year strategy, it states that:

The Council is aware that one of the most fundamental ways in which it will achieve its objective of increasing the number of Welsh speakers is to continue to invest in Welsh medium education and provide those children who want a Welsh medium education with the support and encouragement they need to thrive in, and normalize, the use of Welsh.

It is acknowledged that many children and young people who speak and are learning Welsh get very few opportunities to speak the language in a normal, social setting. It is vital that the Council provides the means by which children and young people have the chance to speak Welsh outside of the school environment and mainstream it into their everyday lives.

The Council works in partnership with a range of stakeholders locally to move forward its Welsh language agenda. This includes being a member of Fforwm Iaith Fflint a Wrecsam and working strategically with a range of other organisations and public bodies such as Menter Iaith Fflint a Wrecsam, Coleg Cambria, Urdd Gobaith Cymru and Ymddiriedolaeth Iechyd Betsi Cadwaladr University Health Board to share examples of best practice, expertise and resources.

In deciding upon the aims of its own strategy the Council has chosen to adopt the aims outlined in the Welsh Government's strategy in order to ensure that it acts in line with national objectives.

We are committed to motivating, encouraging and inspiring children and young people to use Welsh in all aspects of their lives, regardless of the category of school they attend, or what phase of education they are in. We work closely with our partners on the Forum and with GwE, our regional school improvement service, to develop and promote a wide range of opportunities and to share good practice.

The most recent published performance data and Estyn inspection reports carried out before 2020, would indicate that standards of Welsh across Wrexham schools are mostly good. However, non-standardised data and evidence from both primary and secondary schools in Wrexham currently highlights a decline in pupils' Welsh oracy skills following a long period of distanced learning due to the pandemic. As a result, with support from GwE, our Welsh Advisory Teachers and the Latecomers Outreach Co-ordinator, there is a focus on oracy skills in particular as part of schools' covid recovery plans. The focus of the support to date has included:

- Oracy @ GwE and Talk for Writing. A number of the Welsh medium schools have accessed this training with the specific focus of improving pupils' oracy skills. The impact of this has been improved planning for the teaching and learning, as well as the progression of speaking and listening skills across the school.
- The cluster model support has also allowed schools to share resources through the use of Google Classroom.
- The development of a bank of blended learning resources that have been shared online and quality assured by GwE with the opportunity to access models from schools across the region;
- A broad range of training available virtually throughout the lockdown period. This allowed staff to be upskilled in developing oracy skills practically through outdoor learning in the Foundation Phase.
- The development of a Facebook page to support parents whose children are learning Welsh at home whilst undertaking remote learning during and after lockdown periods

Our Welsh medium schools have all targeted the use of their covid recovery funding towards developing pupils' oracy skills as they feel that this is the area that has been impacted the most from long periods of not being in school. Schools have employed additional staff members wherever possible to give specific support to individuals and small groups of learners.

Siarter Iaith

All our Welsh medium schools in Wrexham have received the Gold Award. Maintaining and the principles of the Siarter are being developed by the schools in order to respond to the proposed National Framework. Since its launch innovative work has been undertaken by the schools to increase the social use of Welsh within the whole school community. Wrexham and Flintshire have used the funding allocated to them via GwE to second a Siarter Iaith Coordinator to lead on this work.

These short term secondees have all brought fresh ideas from their schools and used them effectively to promote Welsh language activities such as Dydd Miwsig Cymru etc. They have also benefited from the regional collaboration and sharing of resources. A new secondment will commence in September 2021. The short term nature of the grant funding and the late notification of its continuation has caused problems in the past. We will continue to work with GwE and WG to address this issue during the course of the coming WESP.

Cymraeg Campus

Similarly, every primary English medium school has plans that delivers Cymraeg Campus (Language Charter) 100% of Wrexham schools are now committed to the project. 18 Wrexham Schools have received the Bronze Award and a number were ready for validation but the lockdown and Covid-19 pandemic has delayed this process.

Working with partners across agencies locally in Wrexham and beyond is key to the success of our strategy and their contributions as part of our Welsh Forum are invaluable. Opportunities for children and young people to use the language in a formal and non-formal setting are offered through initiatives and events within individual schools but also through the work of the Urdd, Menter Iaith and Senedd yr Ifanc. Some schools have a Welsh language Champion or dedicated member of staff who promotes the use of Welsh however, not all schools have this provision.

Menter Iaith Maelor offer young people the opportunity to practice and use the Welsh language in activities and events such as parent and toddler sessions 'Sblash a Chan' and 'Rhigwm a Chan' to practice nursery rhymes. Initiatives to promote language apps in schools with well-known children's characters such as Magi Ann have taken place as well as arranging extra-curricular activities such as craft and drama sessions during holidays and weekends in non-covid times.

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

We will map the current provision for school age children to use their Welsh language skills outside the classroom and out of school by working in partnership with our youth services, leisure service providers, and organizations such as the Urdd, Menter Iaith and Wrexham Football Club

We will continue to promote and support the work of Mudiad Meithrin in providing opportunities for prospective and new parents to attend relevant sessions in Welsh.

Take advantage of the opportunities to discuss what is available with parents attending Cymraeg i Blant groups, Cylchoedd Ti a Fi and the Cylch Meithrin as well as open evenings and parents evenings at the School.

We will ensure that the Wrexham Family Information Service provides information on the advantages of raising children bilingually and using Welsh in the home and signposts individuals to Welsh language literature and publications and information on opportunities for adults to learn Welsh.

Work with our partners on the Forum, we will maximise and collaborate around the use of online platforms and social media to promote activities and opportunities available locally and across a wider area.

We will continue to promote and support the implementation of Siarter Iaith and Cymraeg Campus, ensuring that all schools achieve and maintain the level expected of the Gold Award. By strengthening our relationship with our partners on the Forum, we will target out of school hours activities through the medium of Welsh identifying key areas by using the Siarter Iaith and Cymraeg Campus data.

We will continue to work with our partners in leisure, with our local music co-operative, as well as other local organisations and employers, to ensure that provision such as swimming lessons, music lessons and other activities can be available through the medium of Welsh.

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

Information that we will have gathered from questionnaires and collaboration with partners will be fed through a sub-group of the Forum and used to develop this work.

Children and young people in Wrexham, along with their families, will be able to use their Welsh language skills confidently and competently in a wide range of contexts both within and outside of their formal education. They will be able to access opportunities to use and further develop their use of the Welsh language in employment and leisure, and today's pupils will be the parents who will opt for Welsh medium education for their own children by the end of this Plan.

Outcome 6

An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) (in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018

Where are we now?

Whilst progress has been made during the term of the current WESP, there is still much to do to ensure that the full range of support services are available through the medium of Welsh to Wrexham learners.

The recruitment of staff in certain specialist areas (e.g. Education Psychology, Speech and Language Therapy) remains a challenge, not only for LA service areas but also for health agencies. This can sometimes lead to an unacceptable delay in accessing specialist support for learners, or not being able to access the service in their chosen language at all.

The Language Outreach Service are able to provide therapy through the medium of Welsh as the Outreach Coordinator has good fluency in the language. We also work with bilingual therapists in Betsi Cadwalader Health Board. In terms of support from the Literacy Support Service, one of the co-ordinators completed the Welsh language sabbatical a few years ago and has been the lead person in providing support to the Welsh medium cluster. Although not fluent, their Welsh is now of a reasonably good standard which means they are able to converse with pupils in Welsh and has been able to adapt a range of resources to ensure that intervention can be delivered through the medium of Welsh as required.

Currently there is one Foundation Phase and one KS2 Resourced Provision (RP) at Ysgol Bodhyfryd in the town centre which have capacity for 8 and 11 pupils respectively. There is also a secondary RP's at Ysgol Morgan Llwyd, which have capacity for 16 learners. Whilst Wrexham is a relatively small LA geographically, there is anecdotal evidence from primary schools that parents are reluctant to engage with the support available at the RP as they do not wish their children to have to travel across town. There is also emerging evidence that there is a drift out of Welsh Medium education of pupils who have ALN as parents believe that a second language is an additional challenge that their child cannot cope with.

Suitable Welsh medium resources to support the range of needs are not always readily available in all classes and this can also be a barrier.

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

Within the education department, and as a wider Council, we will work with our partner agencies and other LAs to recruit Welsh speakers into key roles wherever possible. As part of our wider promotion (see Outcome 7) we will work with our schools, FE providers and universities to increase the number of suitably skilled Welsh Speakers to secure a sustainable workforce.

The ALNET Act 2018 places a duty on the Local Authority to continue to review the ALN provision across all settings including the provision for Welsh medium learners. We will undertake a biannual audit of the SEN or ALN of Welsh Medium learners to inform the level of need for specialist Welsh medium provision and take appropriate action in response to the outcome of that audit.

We will continue to monitor and review the provision in line with emerging need during the first five years of the WESP. We will work in partnership with our Welsh medium schools, neighbouring LAs and with GwE to provide professional development for all staff to support Welsh medium provision.

We will continue to work with our Welsh medium schools and in particular with external agencies, including health colleagues, to ensure that parents are assured and have confidence that choosing Welsh medium education will not disadvantage any child with ALN, and that they will be equally supported and have access to specialist services.

We will review the Welsh language resources that are currently available and ensure that we collaborate nationally so that our schools and our learners have access to those that they need.

We will look to use the next round of WM capital to submit a bid in relation to Inclusion & ALN expansion.

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

We will take all necessary steps to comply with the ALNET Act in providing a bilingual system of ALN provision and will endeavour to provide sufficient ALN provision for learners who request it through the medium of Welsh along with a workforce of sufficient size and capability during the lifespan of this WESP.

By the end of the plan we will have:

- Increased our capacity to support pupils in Welsh medium schools by having more Welsh speaking staff in our central teams, as well as within our partner organisations;
- Continued to ensure that ALN provision within the Welsh medium sector matches the emerging need, including specialist provision;
- A strategic overview of the specific and relevant skills of our workforce within our Welsh medium schools;
- A curriculum and the required resources meet the needs of all those between 0-25 with ALN, with specific consideration given to parity in terms of Welsh Medium provision.

Outcome 7

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

Where are we now?

A common theme of this WESP is the ongoing challenge of recruiting Welsh speaking staff to key roles within Wrexham. This is an issue that the Council are aware of and will be actively seeking to address within the first years of this WESP in collaboration with our partners. We recognise that Wrexham is not currently viewed as a place where Welsh speakers seek to live or work and we aim to change this. We also acknowledge that a significant proportion of our future Welsh speaking workforce are currently pupils in our Welsh medium schools. Therefore ensuring that they achieve good standards by the time they leave school, that they have opportunities to continue to speak Welsh outside of the school environment, and that they are encouraged and supported to seek employment locally when they finish their full time education will be a priority for us.

Of our six Welsh medium schools/federations in Wrexham, two are currently recruiting for a permanent headteacher. Our new Welsh medium school due to open in September 2022 is also in the process of recruiting a headteacher. Since 2017 we have made good progress in increasing the number of candidates from our Welsh medium schools that have successfully achieved the NPQH. GwE Supporting Improvement Advisors proactively identify and support teachers at all stages of their careers to develop their leadership skills through their professional learning offer. Whilst this has, and will continue to strengthen and extend the number of suitably qualified applicants for leadership roles, this in itself will not provide sufficient capacity for our planned future growth in Welsh medium provision and therefore more needs to be done. We calculate that we will need an additional 8.5 teaching staff for every 210 primary school we open.

In the secondary sector, there are challenges to recruit in some subject areas. Ysgol Morgan Llwyd has strengthened its links with CABAN which has supported them to an extent in this area. The use of E-ysgol has also allowed the school to offer a broader range of subjects in shortage areas through collaboration with other Welsh medium schools outside the LA.

There has been a steady uptake of the Welsh Sabbatical Scheme from teachers in English medium schools which both strengthens the Welsh language, ethos and culture in those schools as well as providing options for the Council in terms of reviewing school categorisation. More needs to be done in terms of providing ongoing opportunities for the teachers returning from their sabbaticals to continue to use and develop their Welsh language skills. The Welsh Advisory Team continue to provide a broad range of courses for staff in English medium schools at all skill levels.

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

Ensuring sufficient early years staff choice is essential to expand provision in this area. We will promote the following:

Cam wrth Gam School Courses

The Cam wrth Gam Schools Scheme is the only national training provider delivering Childcare courses through the medium of Welsh. The scheme works closely with secondary schools to deliver training programs that most effectively meet the needs of schools and the community. Various courses are offered to pupils in secondary schools throughout Wales as part of the school curriculum.

A high quality, flexible service is provided by tutors, assessors and verifiers, who have appropriate experience and qualifications. A variety of courses are offered, tailored to the individual needs of schools and learners.

We will continue to promote and ensure that the Welsh language Sabbatical Scheme is used strategically to meet the needs of schools especially those where there will be changes in the amount of Welsh taught which will affect the skills needs of staff.

We will ensure that schools target Welsh skills development of their staff – both teaching and support staff - within school development plans within the context of improving standards. Workforce results will be shared with GwE's Supporting Improvement Advisors, which will help them to monitor and support the implementation of school development plans appropriately.

We will continue to use workforce data to develop and deliver professional learning programmes which reflect our local workforce needs. We will increase our promotion of the full range of Welsh courses available, both locally, face-to-face, and online. We will be more proactive in encouraging the update of these courses staff's Welsh skills in order to move them along the language continuum.

We will raise awareness with our school governors of the need for bilingual skills when recruiting staff and that monitoring the upskilling of their staff is key. Through our Wrexham Governors Association meetings, we will regularly update our governors on our progress against our WESP targets and the contribution they can make to our work.

We will develop a promotion campaign of the benefits of living and working in Wrexham and the local area for those who can speak Welsh or who are keen to learn.

In partnership with our Welsh medium schools, with our GwE colleagues and neighbouring LAs, we will prioritise the need to recruit staff to support Outcome 6 in order to meet the requirement of the ALNET.

We will work with Careers Wales, Ysgol Morgan Llwyd and Coleg Cambria to raise awareness of the need for Welsh speaking employees in key areas and to promote career opportunities. We will continue to collaborate with Mudiad Meithrin to support training opportunities for staff working in the non-maintained sector.

We will develop a working relationship with the National Academy for School Leaders in order to successfully recruit to headships within our Welsh medium schools in Wrexham. We will also work closely with the Coleg Cymraeg Cenedlaethol to promote the benefits of ongoing study in Wales and through the medium of Welsh.

Our Welsh Advisory Team, along with GwE Supporting Improvement Advisors, will provide guidance and offer support to ensure that schools accurately reflect the Welsh language skills of school staff when completing the workforce census.

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

Wrexham will be seen as a desirable place for Welsh speakers to live and work, and will be part of a thriving and vibrant Welsh community. Those who wish to learn the language, for either personal or professional reasons, can easily find information about available courses and access them in a way that suites their needs.

Our young people, currently learners at our Welsh medium schools, will want to continue to live and work in Wrexham and to raise their own families here. In addition, we will be able to attract high quality Welsh speaking applicants for key roles from across Wales.

Glossary

ALN	Additional Learning Needs
ALNET	Additional Learning Needs and Educational Tribunal (Wales) Act 2018
AS	Advanced Supplementary
BTEC	Business and Technology Education Council
C or M	C – Current Single Registration - pupils registered at only one school M – pupils registered simultaneously at two establishments
CABAN	A partnership between schools, Bangor University, the Regional Consortium GwE and the research institute CIEREI focussing on continuous career long professional learning
EM	English Medium
FE	Further Education
FTE	Full time equivalent
GCSE	General Certificate of Secondary Education
GwE	North Wales Regional School Improvement Service
KS	Key Stage
LA	Local Authority
NOR	Number on roll
NPQH	National Professional Qualification for Headship
PAN	The Published Admission Number - the maximum number of pupils that the admission authority will admit to each year group
PLASC	Pupil Level Annual School Census
RP	Resourced Provision
SEN	Special Educational Needs
WESP	Welsh in Education Strategic Plan
WG	Welsh Government
WM	Welsh Medium
YMLI	Ysgol Morgan Llwyd