

**Pembrokeshire County Council
Cyngor Sir Penfro**



EDUCATION SERVICES

**WELSH IN EDUCATION STRATEGIC PLAN
2022-2031**

**Planning for the future of
Welsh Medium Education Provision
in Pembrokeshire**

CONSULTATION

**Steven Richards-Downes
Director of Education**

May 2021

Foreword

We wish to ensure that all pupils are able to access Welsh medium education of the highest standard. As a county council, we currently have a clear vision for developing and expanding Welsh medium education and this is based on the following key principles:

- To recognise every child's right to learn Welsh;
- To promote the highest standards possible;
- The need to treat both Welsh and English equally;
- To promote the benefits of bilingualism.

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 very pleased at the progress made by the Council in relation to Welsh medium provision during the lifetime of the current WESP. It would be easy to rest on our laurels and say '*job done*', but we recognise that there is a great deal more to be achieved and our next WESP presents an opportunity to take the next steps.

This consultation document sets out the current position in relation to Welsh medium education provision in Pembrokeshire 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 receiving your views.

Cllr. Guy Woodham
Cabinet Member for Education and Lifelong Learning

Cllr. Cris Tomos
Cabinet Member for Environment, Public Protection and Welsh Language
Chair – Welsh in Education Forum

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Consultation Response Form

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 mid and south Pembrokeshire, we are exceptionally pleased at the progress we have made to date. In September 2016, Ysgol Hafan y Mor was opened in Tenby, and in September 2018, Ysgol Caer Elen in Haverfordwest was opened as a seedling 3-16 school, thereby offering additional secondary provision in Pembrokeshire. In January 2023 we will see a further Welsh medium primary school being established in Pembroke, thereby replacing the dual stream provision at Ysgol Gelli Aur. Furthermore, Ysgol Croesgoch is now providing Welsh medium provision and both Ysgol Wdig and Ysgol Ger y Llan (Letterston) have moved along the continuum to become Welsh medium schools.

We recognise, however, that there remain large areas of Pembrokeshire that are without suitable Welsh medium provision and our next WESP needs to address this. This will need to involve making further in-roads into predominantly English speaking areas so that more parents have a real choice in making a preference for their children's education.

The development and expansion of Welsh medium education remains as our vision and we recognise the importance of creating opportunities for all Pembrokeshire pupils to become bilingual so that they emerge from our education system, proud of their identity and be confident in using both languages. In promoting bilingualism, we are widening our children's horizons; in the context of Wales, employers increasingly 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 own Welsh Language Strategy and the Welsh in Education Forum will continue with effective collaboration with partners. Amongst other benefits, these partnerships aim to ensure that learners in Pembrokeshire 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:

THE VISION

**TO ENSURE THAT ALL PUPILS ARE ABLE TO ACCESS
WELSH MEDIUM EDUCATION OF THE HIGHEST STANDARD**

...and that this is based on the following key principles:

- 1. To recognise every child's right to learn Welsh and to promote the benefits of bilingualism;**
- 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 learners who have attended a Welsh medium setting in the primary phase will be encouraged and expected to continue with this when transferring to subsequent key stages in the secondary phase.**

2. Consultation arrangements

2.1 Consultees

This Consultation Document will be published on the County Council website and made available to the following:	
The Governing Bodies and Headteachers of all schools maintained by Pembrokeshire County Council:	
Carmarthenshire County Council	Ceredigion Council
Pembrokeshire College	Estyn
Diocese of St David's	Diocese of Menevia
The Welsh Language Commissioner	Early Years, Childcare and Play (PCC)
The Trustees of the Tasker Milward and Picton Charity	
Education workforce training providers:	
Yr Athrofa: Professional Learning Partnership	CaBan – Chester/Bangor North Wales Partnership
Cardiff Partnership	Aberystwyth ITE Partnership
Organisations providing services to children and young people as the local authority considers appropriate:	
Mudiad Meithrin	Yr Urdd
Pembrokeshire Federation of Young Farmers Clubs	SNAP Cymru
Parent Partnership (PCC)	Hywel Dda Health Board
Pembrokeshire Youth Assembly	
Other persons or bodies as appear to the local authority to be appropriate:	
Menter Iaith Sir Benfro	Merched y Wawr
Pembrokeshire Welsh in Education Forum	School Transport Unit – PCC
Rhieni dros Addysg Gymraeg (RhAG)	Cymdeithas yr Iaith Gymraeg
Papurau Bro: Clebran, Y Cardi Bach, Y Llien Gwyn.	

2.2 The consultation period

This consultation period will commence on Friday 28th May 2021 and close on 31st July 2021.

During this period, you can express your views by writing to the Interim Director for Children and Schools by using any of the following methods:

Letter to:	Mr Steven Richards-Downes Director of Education County Hall Haverfordwest SA61 1TP
Response Form	See the back of this document
Online:	www.pembrokeshire.gov.uk/haveyoursay

Please note that all correspondence should be received by no later than 31st July 2021.

2.3 Your questions

The content of this document is likely to provide answers to the most common questions that will arise. However, should you have any questions not covered, please contact Huw Jones on the following email address: EducationConsultations@pembrokeshire.gov.uk

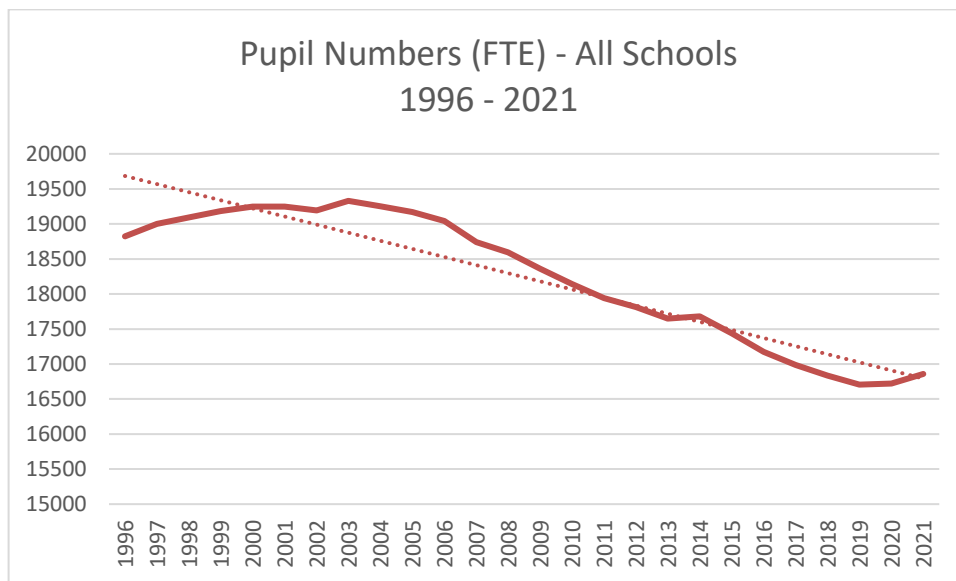
3. Population and Linguistic Characteristics

3.1 Pupil Population Trend and Forecasts

As at January 2021, there were 16,857 full time equivalent (FTE) pupils in all Pembrokeshire schools, these included:

- 9391 FTE pupils in primary schools
- 1184 FTE pupils in 'middle/all-through schools' (3-16)
- 6122 FTE pupils in secondary schools
- 160 FTE pupils in the special school

The total pupil population has shown a reduction of 10.4% since 1996; significantly, there has been a 6% reduction during the last 10 years.

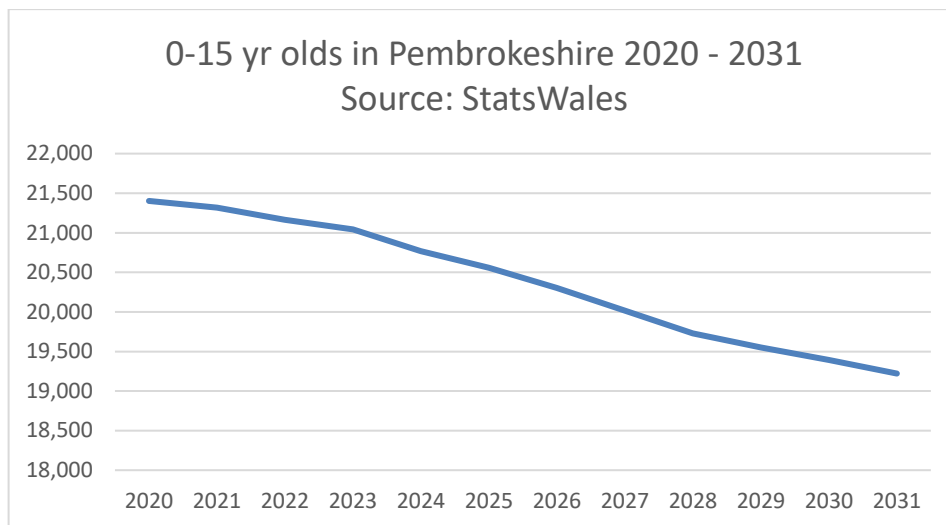


An analysis of the pupil population across areas of Pembrokeshire over the last ten years, based on secondary school catchment areas, confirms the decline shown above.

However, there are significant exceptions in the Fishguard, Milford Haven and Pembroke areas where the pupil population is increasing. It should be noted that an accurate analysis is difficult due to the extent of parental preference with particular reference to:

- Cross-catchment preference, i.e. pupils not attending their 'local' school;
- Welsh medium preference;
- Faith/Church preference.

In relation to the next ten years, StatsWales population forecasts for Pembrokeshire indicate a further decline in pupil numbers with the 0-15 age population falling a further 10% (see chart). This is of particular relevance to our planning for the new WESP.



3.2 Effects of Housing Policy and Trends

As part of the Well-being of Future Generations (Wales) Act 2015, local Planning Authorities must have regard for wellbeing when preparing a Local Development Plan (LDP); one of the well-being goals being ‘**A Wales of vibrant culture and thriving Welsh language**’. As part of the contextual work in preparation for the Council’s revised Local Development Plan (LDP2)¹, the overall trend in relation to the forecast decline in the school-aged population can be confirmed. However, in view of evidence arising from the Covid-19 pandemic, and possibly Brexit, the extent of in-migration may influence Pembrokeshire’s future age profile. For Pembrokeshire, a greater demand for residential properties, including 2nd homes, may be an outcome of the pandemic, and an escape from cities and towns where the daily commute is no longer a necessity. There is evidence of an increase in rural property sales since the first Covid-19 lockdown began in 2020; whether this is a trend that continues, remains uncertain, however working-from-home is set to become a key feature in the future. In presenting various scenarios to demonstrate the degree to which net in-migration can influence the future age profile, growth in the oldest age-groups are consistent, whilst there are potential key differences in the young adult age groups 20-44; this leads to a corresponding increase in the 0-14 age group which could be a contributory factor to the overall school population.

A practical allowance for this in LDP2 will be to allow for a greater degree of housing growth in Urban Settlements as well as Service Villages and Service Centres where sustainable development can be accommodated

(<https://www.pembrokeshire.gov.uk/local-development-plan-review/deposit>).

From a WESP perspective, this has the potential for a number of impacts across Pembrokeshire communities, which can be divided into opportunities and threats, as follows:

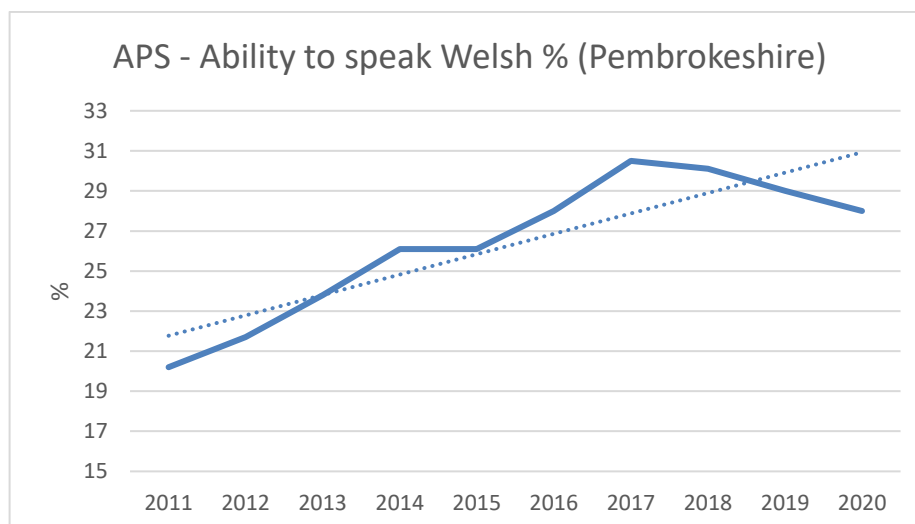
¹ Pembrokeshire – Updating the LDP Demographic Evidence

Opportunities	Threats
<ul style="list-style-type: none"> • Subject to availability and affordability of housing, more young people staying locally to work-from-home and raise family • Subject to appropriate interventions for latecomers to the language, in-migration may assist in sustaining some local schools. 	<ul style="list-style-type: none"> • Properties being purchased by older people with no school-age children; • In-migration of non-Welsh speaking families into rural areas thereby impacting on local Welsh medium schools.

3.3 Ability to Speak Welsh

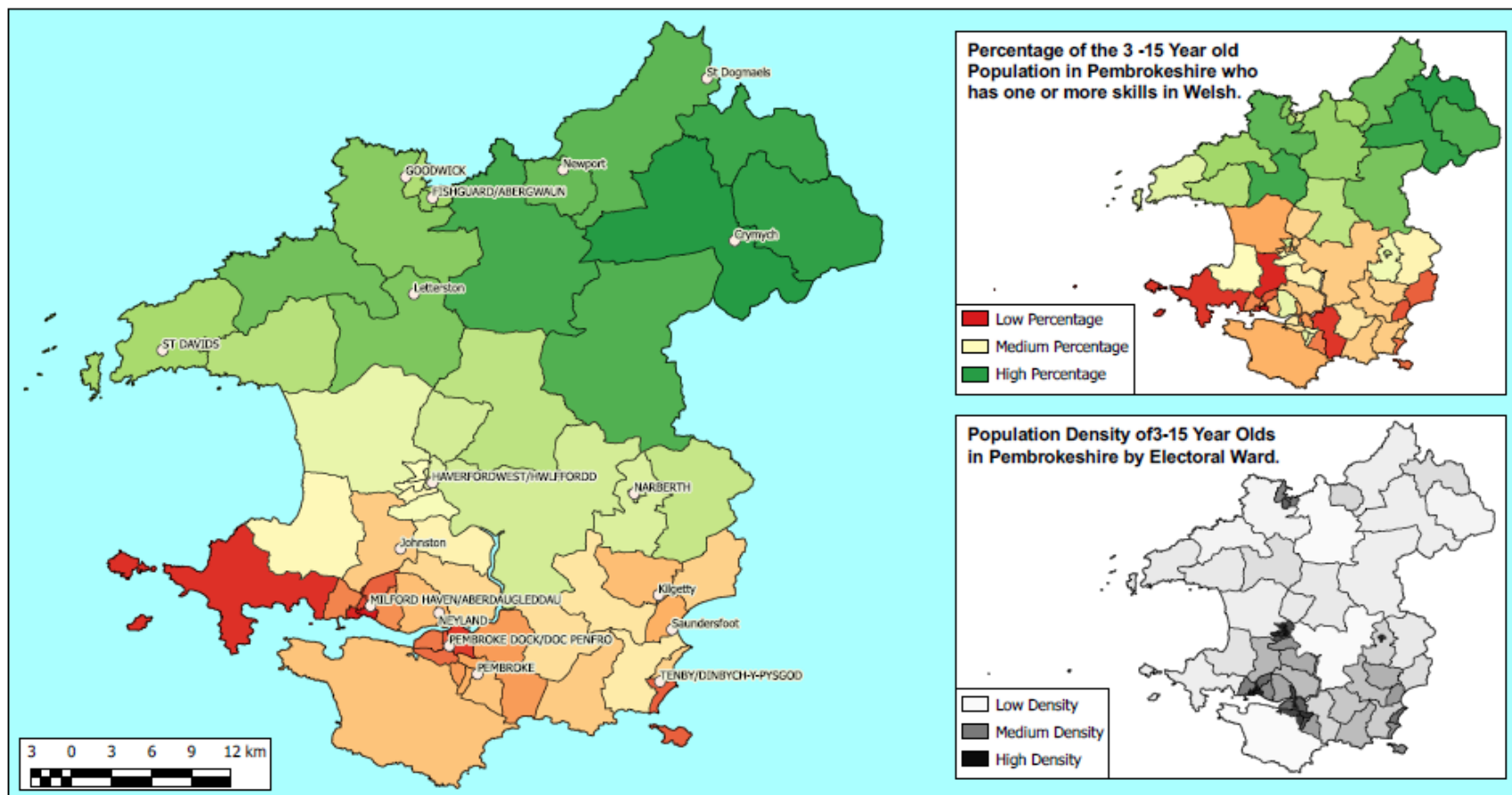
The results of the 2011 Census indicated that there were 22,786 people (all ages 3+)(19.2%) in Pembrokeshire able to speak Welsh; this represented a 2.6% decrease from the previous Census in 2001 and was similar to the Welsh average of 19%.

Whilst the Census is the key source of information about the number of people who can speak Welsh, the Annual Population Survey (APS) collects information about respondents' Welsh speaking ability and also includes a question on how often people speak Welsh. The APS estimates of Welsh language ability are historically higher than those produced by the Census and are reproduced below. It is encouraging to note the steady increasing trend for Pembrokeshire and represents a sound foundation for the future.



Source: <https://statswales.gov.wales/Catalogue/Welsh-Language/Annual-Population-Survey-Welsh-Language>
(End of June quarter)

In common with other areas of Wales, Pembrokeshire has significant variations in the percentage of people who speak Welsh. Generally, there is a greater percentage of Welsh speakers in the traditional rural Welsh speaking heartlands of the north east of the county, whilst the least can be found in the larger villages and towns in mid and south Pembrokeshire. The profile of Welsh speakers aged 3-15 in Pembrokeshire, based on the 2011 Census, has been mapped against electoral areas and is shown on the next page.



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 Yn seiliedig a'r Ordnance Survey chariatad Rheolwr Llyfrfa El Mawrhydi © Hawlfraint y Goron a hawliau cronfa ddata 2013 Arolwg Ordnans Rhif Trwydded 100023344

Site Name: Pembrokeshire Electoral Wards, 2011 Census	
Licence Number: 100023344	Date: 15/05/2013
Scale: 1: 275,000	Produced by: The GIS Team
Percentage of the 3 -15 Year old Population in Pembrokeshire who can speak Welsh.	

Legend for % of 3 - 15 Year Old Welsh Speakers											
7.5	9.5	11.2	13.5	18.2	35	51.7					
8	9.6	11.4	13.7	21.8	36.4	55.9					
8.7	9.9	11.6	14.4	22.8	37.8	60.3					
8.9	10.2	12	15.6	23.9	42.1						
9.1	10.3	12.1	16.4	24.4	42.8						
9.2	10.5	12.2	16.8	28.5	46.1						
9.3	10.7	12.4	17.2	29	47.9						
9.4	10.9	12.8	17.2	34.3	49.7						

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4. Current Welsh Provision

4.1 Early Years settings

The early exposure of children to the Welsh language is an important factor in expanding Welsh medium education provision, and is key in the context of our target to increase the number of Year 1 learners taught through the medium of Welsh. The Childcare Sufficiency Assessment presents an opportunity to measure demand in this area and in the context of provision through the medium of Welsh, the following areas of improvement were identified in the assessment carried out in 2017:

- Limited Welsh Provision in Community Area 2, i.e. Haverfordwest and Milford Haven area;
- Support required to improve and increase Welsh Language within provisions;
- Early Years Welsh childcare provision across the South of the County.

As per the most recent information provided by Care Inspectorate Wales, there are currently 14 registered early years settings across Pembrokeshire offering 281 places per day. All except one of the 14 are Cylch Meithrin settings. Furthermore, all except one Welsh medium setting is situated within the Central and Northern areas of the County.

In relation to other non-Welsh medium settings, it has been recognised that there is a need to improve the use of the Welsh language and the offer of a grant to obtain Welsh language resources has been made to all registered settings. The Early Years and Childcare Service carries out regular internal audits of Estyn and CIW inspections to ascertain any directive support required and as part of this work an audit is undertaken to ascertain the percentage of Welsh speakers within the Sessional and Full Day sector. Our audit has identified that 5 out of 18 non-maintained settings are required to improve their Welsh language.

A Service Level Agreement is in place with Mudiad Meithrin with the purpose of supporting Welsh medium Early Years settings, in conjunction with the delivery of Cylch Ti a Fi and Clwb Cwtsh to families for the introduction of Welsh.

4.2 Schools: Locations and Language Categories

There are currently 60 primary, middle and secondary schools in Pembrokeshire, of which 19 schools (31%) provide first language Welsh medium provision. The current linguistic definitions have been in place since 2009, but are currently under review by Welsh Government. It is anticipated that new definitions will be introduced in the next year or so (**See Section 9**).

The breakdown of linguistic provision as at January 2021 is shown below.

Category/Definition	Primary	Middle (3-16 / 3-18)	Secondary
Welsh Medium (WM)	13	1*	
Bilingual (AB 2A)		1*	1
Dual Stream (DS)	3		
Transitional School (TR)	2		
English Medium with significant use of Welsh (EW)	1	1**	1
English Medium school (EM)	33	1**	4
Total	52	4	6

Notes:

* Ysgol Caer Elen (3-16) – Primary = WM, Secondary = AB 2A

** Ysgol Penrhyn Dewi (3-16) – Primary = EW, Secondary = EM

Recently approved proposals will result in the following changes of provision during the next two years:

- Ysgol y Frenni and Ysgol y Preseli in Crymych will close in April 2022 and will be replaced by a single, all-through 3-19 school using the current sites.
- A new Welsh medium primary school (3-11) will be established in Pembroke in January 2023 to replace the current Dual Stream provision at Ysgol Gelli Aur; the latter will change to being an English medium school.

The locations and catchment areas of all the above schools are shown on the maps below. The areas shaded in red in the Primary Welsh Medium Catchments map indicate the 'gaps' in current provision. Whilst parents may express a preference to any adjacent school, school transport is not currently provided.

A full list of all Pembrokeshire schools as at April 2021 is included as follows:

SCHOOL NO.	SCHOOL	LANG. CAT.
2209	EGLWYSWRW CP	WM
2223	BRYNCONIN CP	WM
2231	LLANYCHLLWYDOG CP	WM
2233	MAENCLOCHOG CP	WM
2243	YSGOL BRO INGLI	WM
2250	PUNCHESTON CP	WM
2253	ST DOGMAEL'S CP	WM
2254	WOLFSCASTLE CP	WM
2385	CLYDAU CP	WM
2390	YSGOL Y FRENNI	WM
3035	CILGERRAN CHURCH IN WALES VC SCHOOL	WM
2395	YSGOL HAFAN Y MOR	WM
3058	YSGOL GER Y LLAN	WM
4064	YSGOL Y PRESELI	Bil
5500	YSGOL CAER ELEN	WM/Bil
2242	NARBERTH CP	DS
2388	YSGOL GELLI AUR / GOLDEN GROVE CP	DS
2389	YSGOL GLANNAU GWAUN	DS
2212	GOODWICK CP	TR
2270	CROESGOCH CP	TR
3311	HOLY NAME RC SCHOOL	EW
4031	YSGOL BRO GWAUN	EW
5900	YSGOL PENRHYN DEWI VA SCHOOL	EW/EM
2203	SAGESTON CP	EM
2214	FENTON CP	EM
2220	JOHNSTON CP	EM
2222	LAMPHEY CP	EM
2228	HOOK CP	EM
2258	SAUNDERSFOOT CP	EM
2260	STEPASIDE CP	EM
2261	TEMPLETON CP	EM
2266	TAVERNSPITE CP	EM

SCHOOL NO.	SCHOOL	LANG. CAT.
2271	BROAD HAVEN CP	EM
2273	ROCH CP	EM
2384	COASTLANDS CP	EM
2386	PEMBROKE DOCK CP	EM
2387	MONKTON PRIORY CP	EM
2391	PRENDERGAST CP	EM
2392	PENNAR CP	EM
2393	NEYLAND CP	EM
2396	MILFORD HAVEN CP	EM
2397	WALDO WILLIAMS CP	EM
3036	COSHESTON VC	EM
3040	CLEDDAU REACH VC	EM
3042	MANORBIER VC SCHOOL	EM
3050	SPITTAL VC SCHOOL	EM
3055	ST FLORENCE VC SCHOOL	EM
3059	TENBY VC PRIMARY SCHOOL	EM
3060	PENRHYN VC SCHOOL	EM
3061	GELLISWICK VC SCHOOL	EM
3313	MARY IMMACULATE CATHOLIC SCHOOL	EM
3314	ST FRANCIS CATHOLIC SCHOOL	EM
3315	ST AIDANS VA SCHOOL	EM
3319	ST TEILOS RC SCHOOL	EM
3320	ST MARKS VA SCHOOL	EM
3321	ST OSWALDS VA SCHOOL	EM
4035	GREENHILL SCHOOL	EM
4038	YSGOL HARRI TUDUR / HENRY TUDOR SCHOOL	EM
4063	MILFORD HAVEN SCHOOL	EM
4512	HAVERFORDWEST HIGH VC SCHOOL	EM

Cylch Meithrin Settings / Lleoliadau Cylchoedd

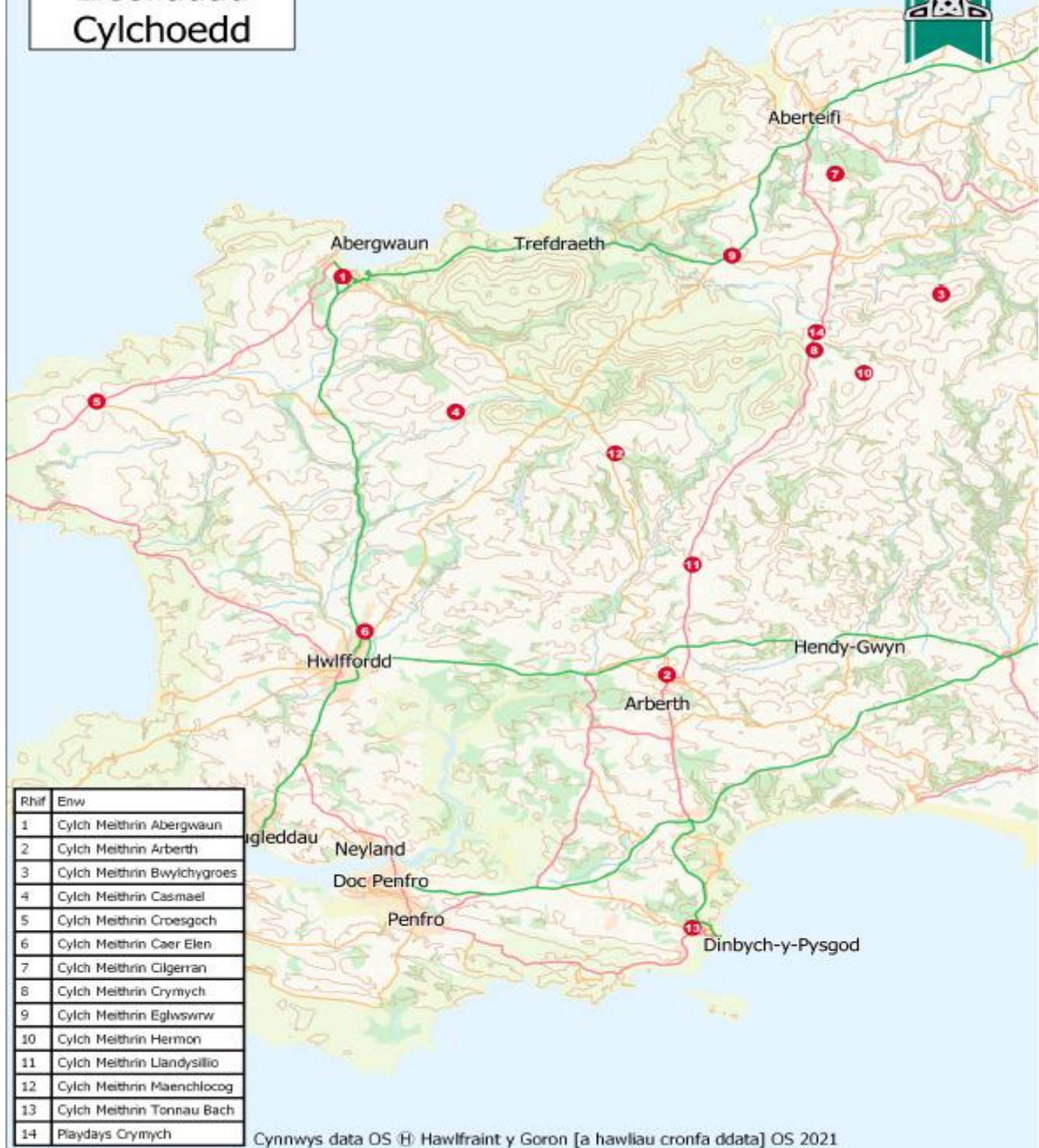


Fig. 4.2.1

Primary Welsh Medium Catchments

Number	School Name
1	Clydau
2	Eglwysrwrw CP
3	Goodwick CP
4	Brynconin
5	Ysgol y Frenni
6	Llanychllwydog
7	Maenclochog
8	Narberth CP
9	Bro Ingli
10	Puncheston CP
11	Llandudoch
12	Wolfscastle CP
13	Hafan y Mor
14	Croesgoch
15	Cilgerran VC
16	Ger y Llan
17	Golden Grove
18	Glannau Gwaun
19	Ysgol Caer Elen

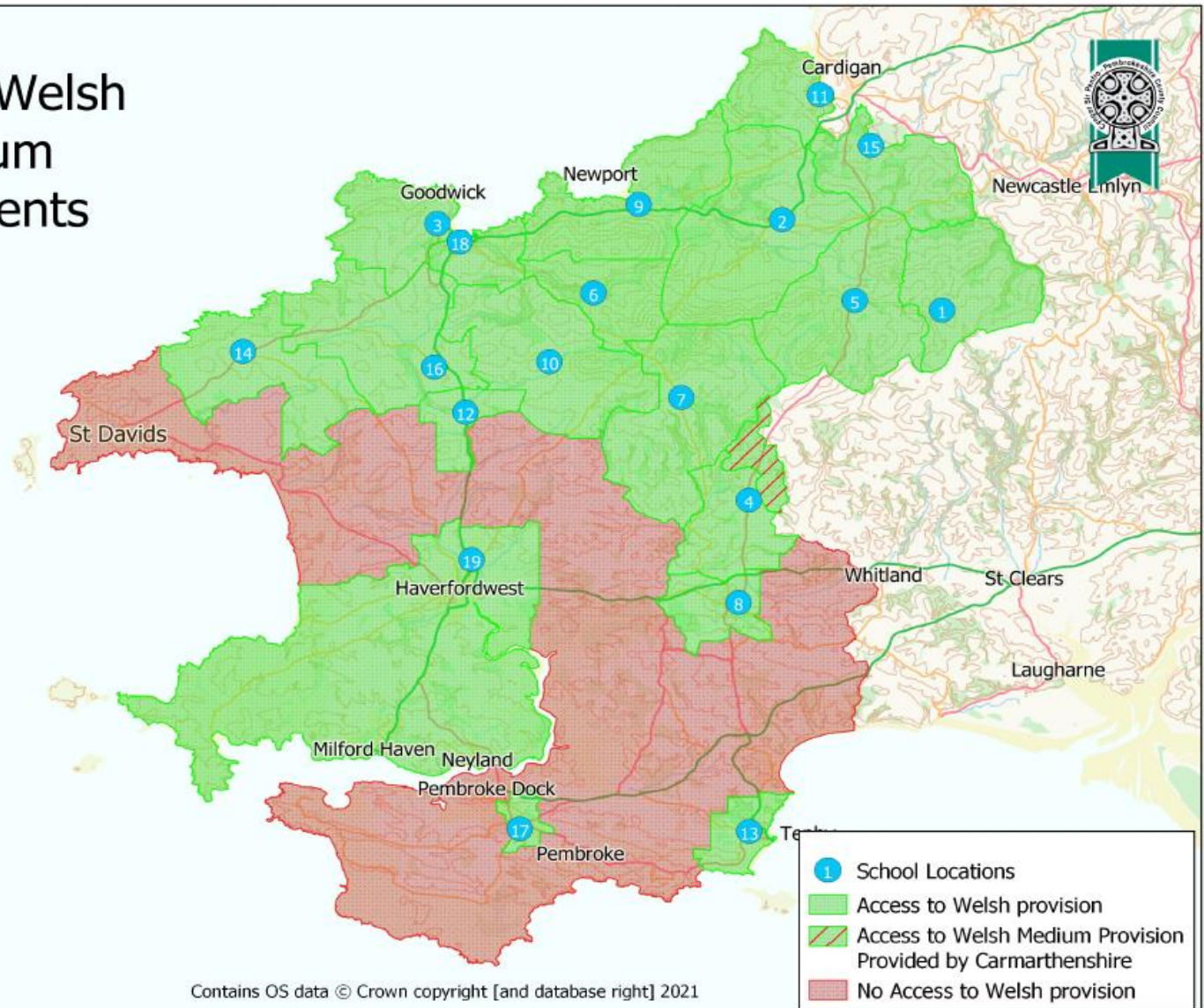


Fig. 4.2.2

Secondary Welsh Medium Catchments

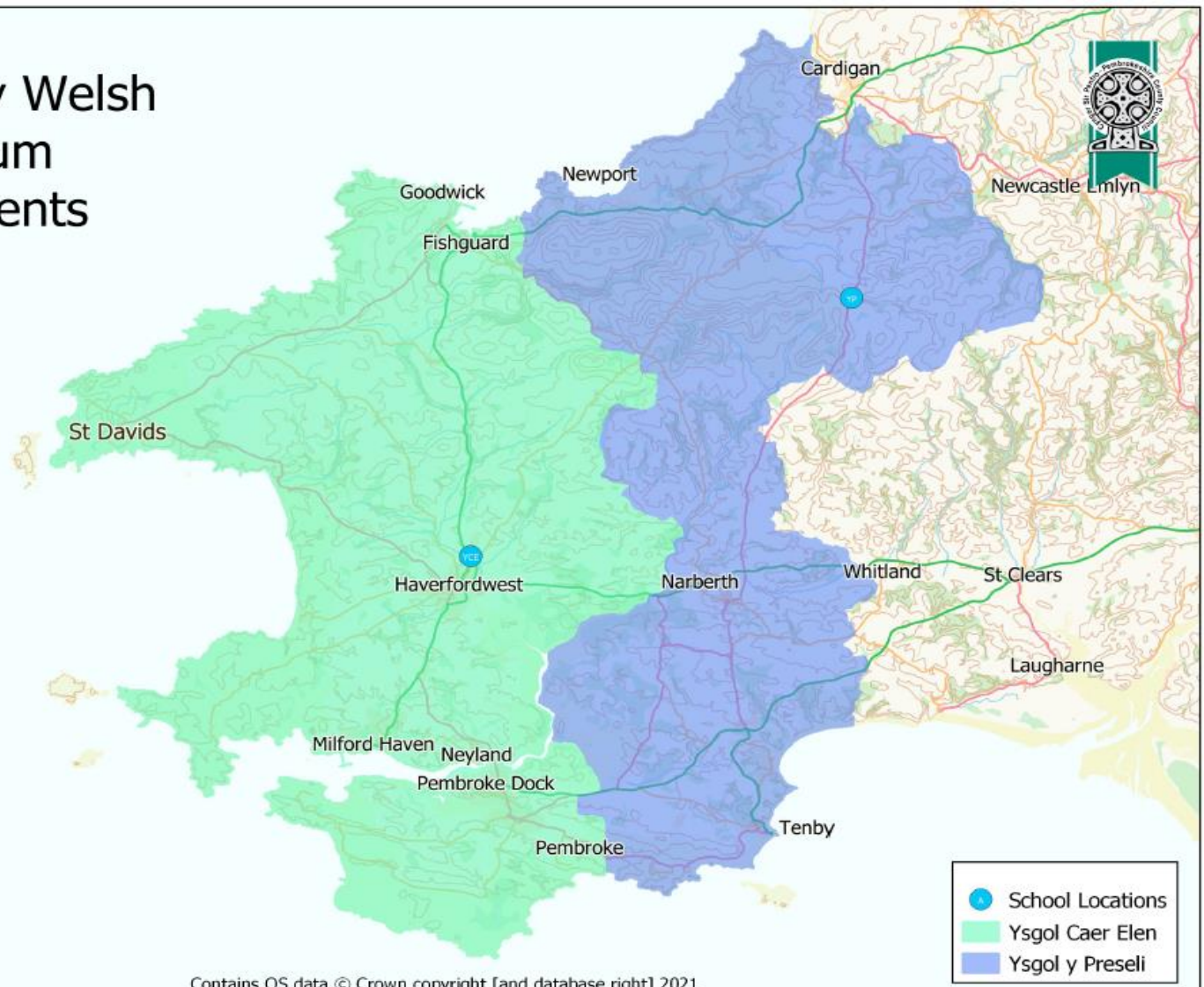


Fig. 4.2.3

4.3 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 January 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).

Welsh provision - total capacity				
School	Jan-21			
	Capacity	NOR	Spare Places	
			No.	%
Cilgerran	133	99	34	25.6%
Ysgol Clydau	71	54	17	23.9%
Eglwysrwr	142	98	44	31.0%
Brynconin	89	70	19	21.3%
Maenclochog	116	89	27	23.3%
Llandudoch	143	89	54	37.8%
Ysgol Y Frenni	210	151	59	28.1%
Ysgol Hafan y Mor	210	174	36	17.1%
Narberth (Welsh stream)	150	163		
Croesgoch *	119	82	37	31.1%
Goodwick **	137	116	21	15.3%
Geryllan	150	111	39	26.0%
Llanychlwydog	31	22	9	29.0%
Ysgol Bro Ingli	110	91	19	17.3%
Puncheston	70	71		
Wolfscastle	40	43		
Glannau Gwaun (Welsh stream)	150	81	69	46.0%
Ysgol Caer Elen (primary)	405	381	24	5.9%
Gelli Aur (Welsh stream)	107	96	11	10.3%
Total Primary	1319	1094	229	17.4%
Ysgol y Preseli	1018	805	213	20.9%
Ysgol Caer Elen (Secondary)***	614	165	449	73.1%
Total Secondary	1632	970	662	40.5%

Notes:

* Ysgol Croesgoch is not yet fully Welsh medium – only the Foundation Phase.

** Whilst categorised currently as a Transitional school, over 70% of the teaching is through the medium of Welsh. The governing body is in the process of considering whether the school should become a Welsh medium school.

*** Ysgol Caer Elen is a seedling school, with only three secondary year groups.

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. The following table provides an indication of the trend over the last five years.

	Schools with Significant Surplus Places >25% in January 2021				
	2017	2018	2019	2020	2021
Llanychllwydog	29.0%	29.0%	32.3%	35.5%	29.0%
Ysgol Ger Y Llan	14.7%	16.7%	16.0%	22.0%	26.0%
Eglwysrw	21.1%	22.5%	23.2%	23.2%	31.0%
Ysgol y Frenni	16.7%	18.1%	19.0%	23.8%	28.1%
St Dogmael's	18.0%	18.8%	20.3%	32.9%	37.8%
Cilgerran VC	19.5%	19.5%	18.0%	18.0%	25.6%
Croesgoch	14.3%	30.3%	26.1%	38.7%	31.1%
Ysgol Caer Elen (Secondary)	-	-	93.2%	82.4%	73.1%

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, eight Welsh primary schools have a significant surplus.

4.4 Demand for School Places

As the admission authority for all Community and Voluntary Schools, the Council is able to provide an account on the general trends in relation to school admissions, and importantly the demand for places in schools. Within the Welsh medium sector, the greatest demand for places is in the Haverfordwest area with waiting lists in operation for both nursery and reception places.

Of further note, the only admissions appeals for the Welsh medium sector during the last five years have been in relation to Ysgol Caer Elen. To date, during the period 2016/17 to 2020/21 (inclusive), 23 appeals for places were received resulting in 8 cases being upheld, 7 cases not upheld, and the remainder, withdrawn or cancelled.

Ysgol Caer Elen operates a two-form entry configuration in the primary phase, thereby having a maximum of 60 pupils per year group; currently the majority of primary phase year groups are at capacity. The demand for places at the school is exceptional and whilst the Council and the school have acted proactively to increase capacity within the school, the evidence demonstrates a need for further places to be made available.

4.5 Secondary Welsh medium provision

Ysgol y Preseli in Crymmych, Ysgol Caer Elen in Haverfordwest, and Ysgol Bro Gwaun in Fishguard currently provide Welsh medium secondary provision. In relation to Welsh Government's current definitions of schools' linguistic characteristics, both Ysgol y Preseli and Ysgol Caer Elen are defined as Bilingual 2A, with Ysgol Bro Gwaun defined as English with Significant Use of Welsh (EW). A brief description of these definitions and their practical application in the named schools is included in the table on the next page.

In view of the adjacency to schools in neighbouring authorities, a number of pupils transfer to Ysgol Dyffryn Taf in Whitland and Ysgol Uwchradd Aberteifi in Cardigan.

Ysgol Dyffryn Tâf is categorised as English with Significant Use of Welsh (see typical characteristics in the table below).

Ysgol Gyfun Aberteifi is categorised as Bilingual 2B, where at least 80% of subjects (excluding Welsh and English) are taught through the medium of Welsh but are also taught through the medium of English.

4.6 Post 16 Welsh Medium provision

6th Form Provision

Ysgol y Preseli is currently the only Pembrokeshire secondary school offering Welsh medium 6th form provision. On the basis of information provided in the school's prospectus, all students study for the Welsh Baccalaureate based on the Skills Challenge Certificate, which is graded, and Supporting Qualifications. In Year 12 most students study three subjects at Advanced Subsidiary (AS) and continue these to Advanced Level. Students who wish to study 2 or more A level courses must attain 4 GCSE passes at A*-C.

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 y Preseli's retention of Year 11 learners is consistently around 60% with the majority of the remainder continuing in full time education at a FE institution. Similarly, there is a high retention of learners into Year 13, over 95% in 2020. On average, over 60% of Year 13 learners progress to Higher Education. As at January 2021, there were 167 learners across Years 12 and 13 in Ysgol y Preseli.

In the context of Ysgol Caer Elen, the first cohort of learners reaching the end of Year 11 will do so in July 2023. Should they wish to progress to a sixth form through the medium of Welsh, they will need to attend Ysgol y Preseli. On the basis of current policy, transport will be provided for this purpose. The post 16 destinations of Ysgol Caer Elen learners will need to be monitored carefully from 2023 onwards, and this is particularly relevant in the context of Outcome 4 of the WESP which requires that more learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh. The authority recognises that one of the justifications for establishing Ysgol Caer Elen was the need to provide additional Welsh medium secondary provision that was within a more reasonable distance and travel time to learners. Arguably, the same reason may be equally relevant to progression to sixth form provision.

Vocational Provision

Ysgol y Preseli provides vocational courses for pupils in the sixth form. The school currently offers a Business course (Pearsons), BTEC Sport, Health and Care, Food and Nutrition and Information Technology - Cambridge Technical. The number of Welsh-medium vocational courses offered nationally is worrying with Welsh-medium courses coming to an end and the need for schools to look for similar Welsh-medium courses in order to continue with the provision.

Pembrokeshire College is expanding its Welsh medium and bilingual vocational provision at present. The college's current priorities are in line with those of Welsh Government and the Coleg Cymraeg Cenedlaethol, i.e. in the areas of Health & Care, Childcare and Public Services. Through its collaboration with the Coleg Cymraeg Cenedlaethol, the college has been able to fund bilingual provision tutors for these areas in order to promote the attainment of qualifications through the medium of Welsh and to assist students with this. In order to bolster this approach, there have been a number of extra-curricular opportunities such as the Language Ambassadors and activities in collaboration with organisations such as Menter Iaith Sir Benfro and the Urdd.

The college also includes the use of Welsh in courses which require public interaction in order to develop students' Welsh language skills, whatever their language background. Furthermore, the college is developing a new course and resources in order to develop the skills of fluent Welsh speakers so that they are able to use the language professionally in the workplace.

Pembrokeshire College's vision for the future is to further extend the availability of Welsh and bilingual courses across its provision. The Baccalaureate will also be offered to students through the medium of Welsh or bilingually.

4.7 All-through School Provision (3-16 / 3-19)

The establishment of 'all-through' schools ensures a consistency of approach to pedagogy and teaching and an uninterrupted progression of learning experiences for pupils from 3-16, or 3-19 years of age. These structures enable schools to plan for the development of skills and raising standards and also enable one system to be used for tracking pupils' progress and the development of a wide range of skills through cross-phase links. This is in line with the National Mission which is shaping the future of the Welsh education system.

The following schools represent those that have been, and are due to be established, and it is likely that the Local Authority would wish to consider similar arrangements in other areas of Pembrokeshire in due course, including in the context of Welsh medium provision.

- Ysgol Penrhyn Dewi Church in Wales VA School;
- Ysgol Caer Elen;
- New Crymych 3-19 school - To be established April 2022.

4.8 Welsh in the New Curriculum

The Curriculum for Wales sets out that all our children and young people are ready to be citizens of Wales and the world, and are supported to develop as ambitious and capable learners who can communicate effectively using both Welsh and English. All learners should have appropriate pathways for learning Welsh and English to enable them to develop the confidence to use both languages in everyday life.

'Developing learners' comfort and ability to work in two languages also provides a strong foundation for learners to engage with different languages they encounter and develop learning in other languages as they progress. Schools should ensure rich language environments for all learners and reading, listening, speaking and writing across the curriculum should be developmentally appropriate.'

Curriculum for Wales

We will support learners in our schools, regardless of their linguistic category to develop their Welsh skills as set out in the What Matters statements of the Languages, Literacy and Communication area of learning and experience. We will also support our practitioners in English-medium schools to provide opportunities for pupils to develop their skills across the curriculum.

Current Language Categories of Secondary Schools

	Curriculum	Language of School	Outcomes
Bilingual 2A	Category 2A – At least 80% of subjects apart from English and Welsh are taught only through the medium of Welsh to all pupils. One or two subjects are taught to some pupils in English or in both languages.	The day to day language or languages or the school will be determined by its linguistic context. Both languages are used to communicate with pupils and for the school's administration. A high priority is given to creating a Welsh ethos. The school communicates with parents in both languages.	For pupils in 2A, 2B and 2C following the maximum number of courses through the medium of Welsh, assessment at KS3 and KS4 would be through the medium of Welsh in those subjects and that they would be able to progress easily to post 16 provision through the medium of Welsh in chosen subjects.
	<p>Ysgol y Preseli & Ysgol Caer Elen - Extracts from schools' prospectus:</p> <p><i>Since the school is an official bilingual school it is expected that both parents/carers and pupils are enthusiastic about education through the medium of Welsh. It is expected that pupils show respect and pride in the Welsh language by using it constantly inside and outside the classroom. We strive to engender pride in the pupils for the language, culture, history and heritage of Wales.</i></p> <p><i>The aim of the school is to ensure that all our pupils are fluent in both languages – Welsh and English – orally and in writing. Mathematics is offered through the medium of Welsh but pupils will be provided with a choice of language when studying Science. Welsh is the administrative language of the school in respect of internal announcements, internal information, school assemblies, etc. All extra curricular activities are also conducted through the medium of Welsh.</i></p>		
English with Significant Use of Welsh	Both languages are used in teaching with 20-49% of subjects taught through the medium of Welsh. All subjects would normally also be taught through the medium of English.	Day to day language or languages of school is determined by the school's linguistic context. Both languages used for communication with pupils and school administration. High priority given to creating a Welsh ethos. The school communicates with parents in both languages or in English.	Pupils choosing Welsh medium options could be assessed through the medium of Welsh in those subjects at all levels and may progress to study at post 16 through the medium of Welsh in those subjects.
	<p>Extract from Ysgol Bro Gwaun prospectus:</p> <p><i>The school aims to reflect and enrich the Welsh and bilingual nature of the locality and encourage active participation in this culture. Year 6 pupils are invited in the Summer term to Ysgol Bro Gwaun for the 'Bwrlwm' Welsh Language immersion course. Pupils who fulfil the course will then study Music, R.S, History, Physical Education, Geography and PSE through the medium of Welsh, with support from their designated mentor.</i></p> <p><i>Pupils studying Welsh First Language in KS3 can study Music, History, Physical Education, Geography, Religious Studies. and PSE, through the medium of Welsh. Compulsory PE/Games are taught bilingually throughout the school. Religious Studies, History and Geography are currently offered through the medium of Welsh up to GCSE, depending on uptake. Pupils are placed in the Welsh medium groups following discussions between ourselves, primary staff, parents, and pupils.</i></p>		

5. The Workforce – age and skills

5.1 Age profile of Headteachers

An understanding of the age profile of the workforce is an important element in planning towards a ten-year strategy and is linked with Outcome 7 of the WESP, i.e. Increase the number of teaching staff able to teach Welsh and teach through the medium of Welsh.

An analysis of the age profile of headteachers has been undertaken in order to understand the likelihood of those retiring during the course of the WESP. The analysis gives an indication of headteachers' ages as at 1st September 2021 and is based on those currently in post.

Age Groups	All Schools	Welsh schools
	No. of Headteachers	
35 – 39	3	0
40 – 44	5	4
45 – 49	13	5
50 – 54	20	7
55 - 59	14	1
60+	3	2
Total	58	19

Note: Welsh schools = WM, DS, TR, EW

The age groups highlighted in red indicate the numbers of headteachers likely to reach retirement age during the course of the WESP, and in common with the general picture across all schools, this indicates at least 50%. Given the possibility of some headteachers wishing to retire at the age of 55, the age group highlighted amber should also be considered.

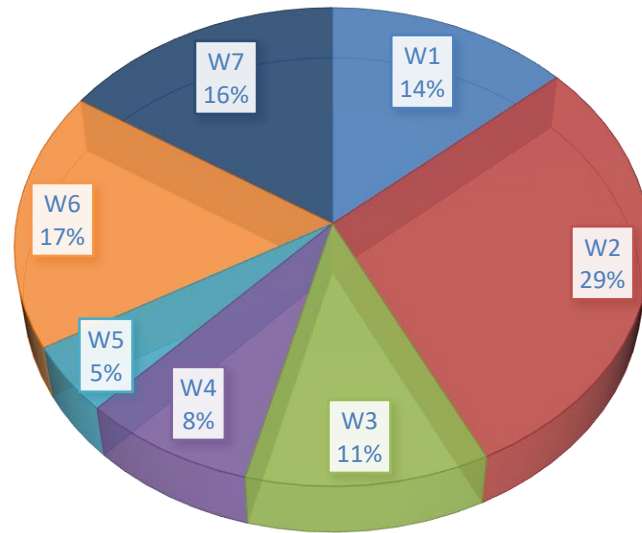
This represents a significant challenge during the course of the new WESP, particularly in the context of the recruitment of headteachers to predominantly small schools.

5.2 Welsh Ability of all teaching staff

We have used the data collected about the Welsh language skills of the workforce in the Skills Census to identify current skills gaps and where the gaps are likely to occur in the future. Changes in the amount of Welsh taught in our dual stream / English medium schools will affect the skills needs of staff and the linguistic support required. The chart below provides an indication of ability levels.

In the chart below, W1 indicates no Welsh language skills, W2 – W6 indicates an increasing level of skills from Entry level to Proficiency, and W7 indicates where no information was provided.

WELSH ABILITY OF ALL TEACHING STAFF



Since their establishment, we have championed the use of the Welsh Sabbatical schemes to support the development of teachers' and support staff's Welsh skills. These courses for staff in both Welsh-medium and English-medium schools have been effective in improving teaching staff abilities to become confident and effective teachers of Welsh. A total of 84 teachers and support staff have completed a Welsh sabbatical course since January 2017.

Number of sabbatical course attendees between January 2017 and July 2019

Support Staff - Entry level	Support Staff – Higher level	Foundation	Intermediate	Higher	Welsh in a Year
30	16	6	4	3	25

6. Language Centres for Latecomers to the Welsh Language

6.1 Background

The purpose of language centres is to provide intense Welsh language learning to enable children to gain a level of fluency needed to transfer to education in a Welsh medium school. Language Centres have operated from Ysgol y Preseli and Ysgol Bro Gwaun for many years and in September 2018, a further centre was established at Ysgol Caer Elen, our new 3-16 Welsh medium school in Haverfordwest.

6.2 Eligibility

Provision and support for pupils new to the Welsh Language at the Language Centres are for pupils in Key Stage 2, and starts as soon as possible after they have transferred to a Welsh Medium school. Latecomers in the Foundation Phase benefit from the immersion measures in place at their school.

6.3 How do Language Centres operate?

All three language centres support latecomers to Welsh with a two year part time course. During the first year latecomers follow a two day latecomer course. This course has a strong focus on developing pupils' oracy skills with language patterns and vocabulary based on classroom practice, and expressive language in order to support the natural integration of pupils into their schools. Teaching is thematic within a small group of no more than 14, and staff utilise a wide range of teaching methods to support the development of pupils' oracy, reading and writing skills.

During the second year latecomers follow a one day progression course. This course builds on the first year continuing to develop oracy, reading and writing skills within a small group setting of no more than 14 utilising a range of teaching methods within a thematic approach. During the first and second year, Language Centre staff visit the child's school on an outreach basis when required, and may observe the child's progress within their class at school.

Language centre staff communicate regularly with the pupil's school, and their parents to discuss pupil progress. In specific circumstances, provision for pupils is tailored according to the pupils' needs. It is expected that latecomers are supported and encouraged to attend the centre by their schools, and continue with their education through the medium of Welsh having received the support from the language centres.

The pandemic has required a change in the way the Language Centres operate with online teaching resources being shared with pupils, live streaming of lessons and face to face teaching on a peripatetic basis on the pupils' return to school.

7. Welsh Medium Provision for Pupils with Additional Learning Needs (ALN)

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.

Until the anticipated implementation of The New Code, in September 2021, Local Authorities are required to comply with the existing SEN Code of Practice for Wales 2002 (The 2002 Code) to fulfil their statutory duties towards learners with SEN or ALN. The 2002 Code states that learners have SEN or ALN if they have a learning difficulty which calls for a special educational provision to be made for them.

Throughout the County there are a range of specialist provisions which include:

- 13 Primary (108 capacity) and 3 Secondary (60 capacity) Learning Resource Centres (LRC's).
- Pembrokeshire Learning Centre which includes the provision of a Pupil Referral Units (PRU).
- Portfield Special School including a Welsh medium satellite class at Ysgol y Preseli (Y Porth).

Placements within these specialist provisions are agreed by the Council's Access and Inclusion Service Panels.

There is currently no full time Social, Emotional and Behavioural Difficulties (SEBD) provision in the secondary sector. There is also no discreet specialist provision for Welsh medium learners with significant SEN or ALN.

8. School Transport

8.1 General Policy

Pupils in Pembrokeshire qualify for free school transport if:

- They are residents of Pembrokeshire;
- Are of compulsory school age, i.e. 5-16
- They attend their catchment area school which is designated by the Council to serve the pupil's home address, or to the 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.

8.2 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 live within the designated catchment of a Welsh medium or Dual Stream school, and 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.

In the context of pupils living in areas where there is currently no Welsh medium or Dual Stream provision (map 4.2.2), consideration needs to be given to extending the above entitlement.

Secondary provision

There are two schools providing secondary Welsh medium education in Pembrokeshire, namely, Ysgol y Preseli and Ysgol Caer Elen. Free transport will be determined by a pupil's home address and the relevant school catchment area which serves that address. Both schools have their own catchment areas.

In this context, Ysgol Bro Gwaun is excluded due to its current linguistic characteristic and the limited Welsh medium offer.

9. School Categories according to Welsh Medium Provision

- 9.1 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.
- 9.2 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)
- 9.3 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](#).

School categories – Primary sector				
Category 1	T2	Category 2	T3	Category 3
English medium	Transitional	Welsh/English	Transitional	Welsh medium
Learners are taught mainly through the medium of English with at least 10% of the Curriculum taught in Welsh.		Learners are taught using Welsh and English equally, with 50% of the Curriculum taught in Welsh and 50% in English.		Learners are taught mainly through the medium of Welsh. Up to and including the school year in which the majority of learners turn 7, all learners are taught fully in Welsh. Thereafter, at least 80% of the Curriculum is taught in Welsh.

School categories – Secondary sector				
Category 1	T2	Category 2	T3	Category 3
English medium	Transitional	Welsh/English	Transitional	Welsh medium
Learners are taught mainly through the medium of English with at least 10% of the Curriculum taught in Welsh.		<p>Learners are taught using Welsh and English in accordance with the curricular offer.</p> <p>An appropriate range of subjects are offered in Welsh (at least 40%).</p> <p>At least 40% of learners follow areas of learning in at least 3 subjects in Welsh (or equivalent within the current curriculum and excluding English and Welsh) up to the age 16.</p>		<p>Learners are taught mainly through the medium of Welsh.</p> <p>At least 70% of the Curriculum is taught in Welsh.</p> <p>At least 70% of learners follow areas of learning in at least 5 subjects in Welsh (or equivalent within the current curriculum and excluding English and Welsh).</p>

Transitional sub-categories

These are included to encourage an increase in Welsh medium provision and will enable schools to be flexible as they develop the way of increasing provision in the method that is most suitable to them. A transition category should not be permanent and should not exceed a period of 10 years.

10. WESP Target

- 10.1 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).

		2030/31 Target			
	2019/20	Lower	Diff.	Upper	Diff
Pupils	293	380	+87	427	+134
Cohort	1282	1153	-129	1153	-129
%	22.9%	33%		37%	

- 10.2 All Welsh local authorities have been placed in one of four groups; Pembrokeshire sits in Group 2, i.e. where between 17% and 73% of Year 1 children were being taught through the medium of Welsh in 2019/20. Other authorities in this group are: Conwy, Denbighshire, Powys, Ceredigion, Carmarthenshire and Neath Port Talbot.
- 10.3 Welsh Government has established a lower range and an upper range target for Pembrokeshire. This represents a 10 percentage point increase (lower range) and 14 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.
- 10.4 In 2019/20 (PLASC 2020), there were **293 Year 1 pupils** taught through the medium of Welsh in Pembrokeshire. This represents 22.9% of the total cohort and represents the baseline for our 10-year target.
- 10.5 The table below provides an analysis of the baseline data followed by Welsh Government's target for Pembrokeshire. It should be noted that Welsh Government's targets are based on the current cohort size, i.e. 1282 pupils (rounded). 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 2020
Eglwyswrw	11
Goodwick	17
Brynconin	15
Llanychllwydog	5
Maenclochog	13
Narberth	20
Ysgol Bro Ingli	11

School	Year 1 Pupils - PLASC 2020
Puncheston	7
St Dogmael's	13
Wolfscastle	5
Ysgol Clydau	7
Ysgol Gelli Aur	15
Ysgol Glannau Gwaun	12
Ysgol y Frenni	26
Ysgol Hafan y Mor	27
Cilgerran	13
Ysgol Ger y Llan	16
Ysgol Caer Elen	59
Total	293 (22.9%)
Total Cohort	1282

	2019/20		2030/31 Target			
	Baseline		Lower Range		Upper Range	
	No.	%	No.	%	No.	%
Pembrokeshire	293	22.9%	420	33%	470	37%

- 10.6 It is important to consider our target in the context of the overall population trend for Pembrokeshire. Population projections suggest that the 0-15 year old population in Pembrokeshire will reduce by approximately 10% between 2020 and 2031 (StatsWales: Population projections by local authority and year).

Summary of overarching ten year target...

The Council aspires to significantly increase Welsh medium provision in Pembrokeshire.

On the basis of the target % increases prescribed by Welsh Government, and our forecast of the pupil population over the next 10 years, we will need to...

Increase the number of Year 1 pupils being taught through the medium of Welsh by between 87 to 134 pupils.

In view of the location and linguistic make-up of our schools currently, we have the following strategies to achieve the target increase in Year 1 children taught through the medium of Welsh:

- i. **That in relation to schools currently in transition, all parents are made aware that children will be taught through the medium of Welsh. Currently, we have one school in the TR category, Ysgol Wdig, and Ysgol Croesgoch which is becoming Welsh Medium over time;**
- ii. **To convert schools currently categorised as DS (Dual Stream) to become fully Welsh Medium. This process will result in these schools being in a transitional status for some time as the English stream is phased out. Currently, there are three such schools in Pembrokeshire, namely, Narberth CP School, Ysgol Glannau Gwaun (Fishguard) and Ysgol Gelli Aur / Golden Grove School (Pembroke). The latter of these will become an English medium school during the 2022/23 academic year when Welsh medium provision will be available from our new 3-11 primary school in Pembroke.**
- iii. **To establish new Welsh medium schools in areas where there is currently no provision. In such cases, it may be necessary to include projects in a future capital programme.**
- iv. **To work with schools to increase capacity where there is evidence of demand in the area.**
- v. **To extend the catchment areas of existing Welsh medium primary schools in order to reach into areas where there is currently no such provision. This will need to consider a number of factors, including potential additional school transport costs (See Paragraph 3 of Outcome 1).**

11. WESP Outcomes

In supporting the planning process, Welsh Government requires that the WESP is arranged around the outcomes set out below. The outcomes reflect a learner's education journey and are consistent with the policy areas of Cymraeg 2050 and Education in Wales: Our National Mission.

1.	MORE NURSERY CHILDREN / 3 YEAR OLDS RECEIVE THEIR EDUCATION THROUGH THE MEDIUM OF WELSH
2.	MORE RECEPTION CLASS CHILDREN / 5 YEAR OLDS RECEIVE THEIR EDUCATION THROUGH THE MEDIUM OF WELSH
3.	MORE CHILDREN CONTINUE TO IMPROVE THEIR WELSH LANGUAGE SKILLS WHEN TRANSFERRING FROM ONE STAGE OF THEIR STATUTORY EDUCATION TO ANOTHER
4.	MORE LEARNERS STUDY FOR ASSESSED QUALIFICATIONS IN WELSH (AS A SUBJECT) AND SUBJECTS THROUGH THE MEDIUM OF WELSH
5.	MORE OPPORTUNITIES FOR LEARNERS TO USE WELSH IN DIFFERENT CONTEXTS IN SCHOOL
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
7.	INCREASE THE NUMBER OF TEACHING STAFF ABLE TO TEACH WELSH (AS A SUBJECT) AND TEACH THROUGH THE MEDIUM OF WELSH

Each Outcome is discussed in detail on the following pages, with a brief summary of the current position and our proposals for the duration of the WESP.

Outcome 1	More Nursery children / 3 year olds receive their education through the medium of Welsh
<p>Where are we now?</p> <ol style="list-style-type: none"> From the most recent Childcare Sufficiency Assessment carried out in 2017, three areas were identified as having significant gaps for Welsh medium childcare; these were: <ul style="list-style-type: none"> Limited Welsh provision in Community Area 2, i.e. Haverfordwest and Milford Haven areas Support required to improve and increase Welsh language within the above Early Years Welsh childcare provision across the south of the county <p>At the end of 2020, 14 settings offered Welsh medium provision across Pembrokeshire offering 281 registered places per day, an increase of six settings since the previous assessment. All except one Welsh medium setting is situated within the Central and Northern areas of the county.</p> In comparison with many other Welsh local authorities, there is insufficient information on the Council's website on the promotion of Welsh medium education and resources for parents. Basic information is available as part of the annual Information to Parents publication (available online), but there is a need to be much more proactive in aiding parents and prospective parents on Welsh medium choices for their children. Subject to meeting the eligibility criteria identified within the Council's current School Transport Policy, free home to school transport is provided as follows: <ul style="list-style-type: none"> Primary provision – pupils will receive free transport if they live within the designated catchment of a Welsh medium or Dual Stream school. Free transport is not provided to pupils whose parents choose to access Welsh medium primary provision at another school. Secondary provision – free transport is determined by a pupil's home address and the relevant school catchment area which serves that address. Both Ysgol y Preseli and Ysgol Caer Elen have their own catchment areas. <p>What we will do...</p> <p>1. Use of Child Sufficiency data to inform planning</p> <ol style="list-style-type: none"> The next full Childcare Sufficiency Assessment will take place in 2022. However a regular refresh of the identified actions is produced on an annual basis. We are aware that there is a shortage of Welsh medium day care provision and we will explore means whereby this can be addressed, either in the context of existing arrangements or by introducing new provision. On the basis of the findings of the previous Childcare Sufficiency Assessment in 2017, we are aware that there is demand from parents for their children to be bilingual in English and Welsh, but that a barrier to this was the lack of local childcare. The need to 	

Outcome 1	More Nursery children / 3 year olds receive their education through the medium of Welsh
	<p>extend the childcare sector through the medium of Welsh has been identified for the following areas: Milford Haven, Saundersfoot, Pembroke, Haverfordwest and Goodwick. It is proposed that all of the above areas are developed to include Welsh medium full day care places for children aged 0-4 years. Within these locations, the childcare provision will also accommodate children within Flying Start; it will also allow children of all backgrounds to have equal access to high quality childcare. Currently approximately 15 out of 203 children accessing Flying Start provision progress to a Welsh medium school. With the establishment of additional Welsh medium Flying Start provisions in the areas identified above, this number will increase.</p> <p>1.3. We will continue to work closely with Mudiad Meithrin to collate data necessary for the forward planning of Welsh medium education. We will also continue to work with the Early Years Team and Mudiad Meithrin to develop Welsh medium pre school services in areas already identified for Welsh medium expansion. Similarly, we will work closely with Mudiad Meithrin with a view to develop services in areas where there is currently no provision.</p> <p>2. Provision of information to parents</p> <p>2.1. We recognise that parents and prospective parents will be apprehensive about the important choices they need to make regarding their children's future educational journey. We will develop an appropriate digital platform on the Council's website which will provide parents and prospective parents with the necessary information about Welsh medium education provision in order for them to make informed decisions. This information will set out:</p> <ul style="list-style-type: none"> • The availability of Welsh medium provision across Pembrokeshire, including pre-school options. The focus on parents of early years children is particularly important and will include 'word of the week', songs and rhymes to help parents to support their children. An advisory officer currently works individually with settings to encourage and develop the use of the Welsh language. • That Welsh medium provision is a valid option regardless of a family's linguistic background; • The benefits that bilingualism and multilingualism can bring in relation to future academic and career success. <p>The information provided will ensure that Mudiad Meithrin provisions, including Cymraeg i Blant and Cylch Ti a Fi, and the services provided by the Family Information Service are appropriately conveyed to parents. This will also extend to Welsh Government's marketing and promotional campaigns and we will ensure that this information is also shared on appropriate social media channels.</p> <p>Whilst concentrating on pre-school and school provision, the information provided will also promote opportunities for parents, and other family members, to learn Welsh. This is already a successful provision as part of Learning Pembrokeshire (Adult and Community</p>

Outcome 1	More Nursery children / 3 year olds receive their education through the medium of Welsh
	<p>Learning) and we will continue to collaborate as part of our focus on extending Welsh medium provision to new areas.</p> <p>2.2. The appropriate training of staff in Early Years settings has been recognised as an important factor in expanding provision and is already being proposed as part of the annual Early Years Training schedule. This will be delivered with the aim of increasing the number of Welsh speaking practitioners from 65 to 130. Grants will also be offered to enhance the resources on offer in Welsh medium settings.</p> <p>2.3. All parents wishing to apply for a school place must do so by submitting an online admission application form. However, we recognise that we need to undertake a review of the application process in order to ensure that there are opportunities at several points during the process to provide information about the Welsh medium provision options in the area. This will include linking in with the platform outlined in 2.1 and further detail on the provision available in individual schools. This review will extend to our annual 'Information for Parents' publication.</p> <p>3. Access to Welsh medium provision – school transport</p> <p>3.1. We are aware that in certain areas of Pembrokeshire, parents do not have a real choice in relation to the school their children attend. This is particularly the case where the catchment is only served by an English medium school. The map included in Para. 3.2.2 provides the relevant evidence.</p> <p>3.2. In order to further promote access to Welsh medium provision, we will:</p> <ul style="list-style-type: none"> • carry out a review of relevant school catchment areas with a view to considering extending the catchment area of adjacent Welsh medium schools; • carry out a further review of the Council's School Transport Policy in order to ensure that no child is disadvantaged by his/her home location in relation to accessing Welsh medium provision.

Outcome 2	More Reception class children / five year olds receive their education through the medium of Welsh
<p>Where are we now?</p> <p>1. Reception Pupils</p> <p>1.1. In many areas, children attend a local Cylch Meithrin prior to commencing school and this provides a valuable early immersion in the Welsh language.</p> <p>1.2. Most children commence school in the nursery before commencing in the Reception Class in the term following their 4th birthday. As at the pupil census of January 2020, there were 282 pupils taught through the medium of Welsh in this year group and this is consistent with the year group numbers in Year 1.</p> <p>1.3. It is reasonable to state that once children commence their education journey through the medium of Welsh in the nursery, they tend to stay with this language medium until the end of key stage 2.</p> <p>2. Grant Funding</p> <p>2.1. The Council has successfully obtained Welsh Government grant funding from Band A of the 21st Century Schools Programme, the Welsh in Education Capital Grant and the Childcare Capital Grant to expand Welsh medium provision in Pembrokeshire.</p> <p>2.2. Both Ysgol Hafan y Mor and Ysgol Caer Elen have been built/established because of the 21st Century Schools Programme.</p> <p>2.3. Similarly, a new Welsh medium primary school is being built in Pembroke following a successful bid to the Welsh in Education Capital Grant and Childcare Capital Grant and will admit children from January 2023. This will significantly add to the capacity of the Welsh medium sector.</p> <p>3. Provision for Latecomers</p> <p>3.1. Currently, there are three language centres to support the language needs of latecomers on the Preseli, Bro Gwaun and Caer Elen Campuses. The three centres employ full time staff to support pupils. Pupils requiring additional language support are identified by cluster schools and parents / guardians are informed of the advantages of attending the language centre.</p> <p>3.2. The usual pattern is for pupils in key stage 2 to attend the catchment area centre for two days a week initially which then reduces to once a week as they become more competent in the language. The language centre staff at YBG and YYP visit schools on a bespoke basis to provide extra support to latecomers in their school environment and discuss progress with their class teachers.</p> <p>3.3. At the end of their time at the centre pupils will have acquired a level of understanding and fluency that allows them to fully access the curriculum through the medium of Welsh. The amount of time pupils attends a language centre varies and is dependent on factors such as age and aptitude to learning an additional language.</p>	

Outcome 2	More Reception class children / five year olds receive their education through the medium of Welsh
<p>What we will do...</p> <p>1. Reception Pupils</p> <p>1.1. Our target for measuring the expected increase in the number of children in Reception (4 years of age) will mirror the target for Year 1 pupils outlined in Section 4. On the basis that most pupils commence school in the Reception Class, i.e. following their 4th birthday, not Year 1, then this is a reasonable justification. Our target is therefore to increase the number by between 87 to 134 pupils during the lifetime of the WESP.</p> <p>1.2. As per our plans to meet the overarching 10 year target, our strategies to increase the number of Reception children being taught through the medium of Welsh will include the following:</p> <ul style="list-style-type: none"> • To convert schools currently categorised as Dual Stream to become fully Welsh medium over time, i.e. Narberth CP School and Ysgol Glannau Gwaun; • To establish new Welsh medium schools in areas where there is currently no provision, e.g. the Milford Haven area; • To extend the catchment areas of existing Welsh medium schools where they are adjacent to areas where there is currently no provision. <p>1.3. Mudiad Meithrin will support all Cylchoedd Meithrin within Pembrokeshire to inform parents/carers of the benefits of Welsh medium education and bilingualism. Information will continue to be provided via leaflets, websites and social media including the digital platform set out in Outcome 1.</p> <p>1.4. Individual Cylchoedd Meithrin will continue to work closely with their local Welsh medium schools and the County Council to ensure a high percentage of children transfer to Welsh Medium schools.</p> <p>2. Grant Funding</p> <p>The Council will continue to seek to maximise opportunities for grant funding from the Welsh Ministers to increase Welsh medium provision in our schools. If further tranches of funding follow, we will put together a compelling business case for further investment.</p> <p>3. Provision for Latecomers</p> <p>Subject to funding, we will continue to invest in the three centres for latecomers to the Welsh language in Pembrokeshire. The centres are pivotal in providing intensive support for primary pupils in order that they become fluent in Welsh and to enable them to integrate fully within their primary school community. Furthermore, this intensive support will subsequently enable them to receive a full Welsh medium secondary education.</p> <p>Specific information to parents on the purpose and benefits of language centres will be included in the Welsh digital platform referred to in Outcome 1, and on the websites of the</p>	

Outcome 2	More Reception class children / five year olds receive their education through the medium of Welsh
<p>relevant schools. Pupils and parents who have benefitted from the Language Centre in the past will be asked to outline the benefits of attending the Language Centre.</p> <p>As the demand for Welsh medium education increases across Pembrokeshire, the LA is committed to providing opportunities for pupils to attend language centres and access linguistic support. Consideration would also be given for bespoke provision and support for pupils regardless of the language categorisation of the school they attend.</p>	

Outcome 3	More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
<p>Where are we now?</p> <p>1. Retention of Pupils</p> <p>1.1. We recognise that one of the key aspects to successful Welsh medium provision is the retention and progression of pupils from one year group/phase to the next. Progression between year groups in the primary phase is good; we have no separate infant/junior schools which might affect this transition. However, the progression between primary and secondary phases is variable and which is exacerbated by parental preference for English medium secondary provision, or secondary provision in neighbouring local authorities.</p> <p>1.2. In 2020, of a year 6 cohort of 210 pupils in the Preseli and Ysgol Caer Elen clusters, some 44 pupils (21%) opted for secondary provision at other Pembrokeshire English medium schools or attended schools in neighbouring authorities offering less Welsh medium provision than available in their local secondary schools.</p> <p>1.3. The situation in Ysgol Bro Gwaun is of particular concern; in 2020, of a year 6 cohort of 63 pupils having received Welsh medium education in feeder primary schools, only 21 progressed to Welsh medium secondary provision at Ysgol Bro Gwaun. This may be partly affected by the pandemic, but the reduction in numbers was similar in the two previous years also.</p> <p>2. WM provision in schools providing education through Welsh and English</p> <p>2.1. Currently, there are three primary Dual Stream schools in Fishguard, Narberth and Pembroke. In relation to the latter, the Council has approved a proposal to establish a new stand-alone Welsh medium primary school which will open in January 2023.</p> <p>2.2. A further two primary schools have Transitional (TR) status, these being Goodwick CP and Croesgoch CP. A statutory proposal to change the language category of the latter has been completed and the school will become fully Welsh medium over the next few years.</p> <p>2.3. We have two primary schools/phases, and one secondary school which have English with Significant Use of Welsh (EW) status. These are Holy Name Catholic School in Fishguard, the primary phase of Ysgol Penrhyn Dewi in St David's, and Ysgol Bro Gwaun.</p> <p>3. Collaboration with other Local Authorities</p> <p>The Local Authority has a good collaborative relationship with neighbouring Local Authorities. Where schools are closely geographically located to neighbouring Local Authorities efforts are made to liaise and retain pupils within the Local Authority. However, retention rates from Welsh medium primary settings to Welsh medium secondary provision is variable. Numbers of pupils that transfer from Welsh Medium primary settings to secondary settings in neighbouring Local Authorities is also an increasingly emerging issue.</p>	

Outcome 3	More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
<p>What we will do...</p> <p>1. Retention of Pupils</p> <p>1.1. In accordance with our key principles, all pupils following Welsh medium provision in the primary phase will be expected to continue to such provision in subsequent secondary school phases. The local authority will prepare a specific policy which will outline this expectation and this will be shared with parents as part of the Council's school admissions arrangements. Schools will be expected to promote this policy in their dealings with parents.</p> <p>1.2. We recognise that the retention of learners between year groups and transition stages is particularly important. We also recognise that school cluster relationships are key in this regard as we would wish to see parents having a clear understanding of the expected path between early years setting, primary school/phase and secondary school/phase. We will therefore encourage schools to foster strong links with parents so that transitions follow the expected path in order to maximise the continuation of learners taught through the medium of Welsh.</p> <p>1.3. We will undertake a specific review of provision in the Fishguard area with a view to significantly increase the extent of Welsh medium provision in both primary and secondary sectors. This will address the significant loss of pupils in the transition between the two sectors.</p> <p>2. WM provision in schools providing education through Welsh and English</p> <p>2.1. Our target in relation to the expected increase of the amount of Welsh medium education provided in schools which provide education through the medium of both English and Welsh is set out in the following points.</p> <p>2.2. In relation to schools currently defined as Dual Stream, we will develop proposals to move such schools along the continuum so that they become Welsh Medium. Based on previous experience, we recognise that stand-alone Welsh medium settings are more conducive to increasing the number of Welsh medium pupils and are beneficial in the context of an immersive Welsh education. However, we also recognise that this requires significant planning, but is feasible within the context of a ten year plan;</p> <p>2.3. We are confident that the two schools currently in the TR category will move to becoming fully Welsh medium during the first half of the duration of the WESP;</p> <p>2.4. Along with the primary schools/phases currently classed as EW, the Council will need to consider their position in light of Welsh Government's proposed linguistic categories. The Council will make every effort to maintain or increase the Welsh provision at these schools. In relation to Ysgol Bro Gwaun, there is an aspiration for the school to become a Welsh Medium school during the lifetime of the WESP.</p> <p>2.5. In order to effect this, the Council will provide effective guidance, resources and support to Ysgol Bro Gwaun in order to increase the amount of Welsh medium education it offers. The Council will do this by:</p>	

Outcome 3	More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
<ul style="list-style-type: none"> Continuing and further developing the existing cross-phase linguistic development strategy aimed at supporting 'latecomers' to learn Welsh; Supporting schools that have partnership agreements with Initial Teacher Training (ITT) institutions to further strengthen and establish their capacity to support the training of high quality welsh speaking teachers across many subject areas and allow ITT students to participate in Primary and Secondary based training. In light of these partnerships, this will lead to the promotion of effective recruitment; Ysgol Bro Gwaun will regularly review its curriculum offer at Key Stage 4, with a view to providing increased opportunities for pupils to study subjects through the medium of Welsh. The school will establish a consistent baseline offer whereby at least 40% of the subjects available at KS4 can be taken through the medium of Welsh, and that at least 40% of learners follow three subject areas through the medium of Welsh up to the age of 16. Over the period of the WESP, and in conjunction with the local authority, the school will look to transition from category 2 to category 3 as defined in the proposed linguistic categories. To take due consideration of the re-categorisation of primary feeder schools to WM status, and ensure that an appropriate Welsh medium curriculum is in place at KS3 to ensure effective transition and continuation of primary provision. <p>3. Collaboration with other Local Authorities</p> <p>The Council will continue to liaise and collaborate with other neighbouring Local Authorities to ensure continuity in provision for pupils accessing Welsh Medium education outside its area. However, the continuity in provision within the Local Authority is the priority for the duration of this plan.</p>	

<p>Outcome 4</p>	<p>More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh</p>
<p>Where are we now?</p> <p>1. Pupils studying and being assessed through the medium of Welsh</p> <p>Currently pupils at Ysgol y Preseli and Ysgol Caer Elen are able to study all subjects at GCSE level through the medium of Welsh. Pupils in these schools are given a choice regarding whether they want to study the sciences through the medium of Welsh or English. The majority of pupils choose to study the sciences through the medium of English. Pupils at these schools can also opt to study some vocational subjects through the medium of Welsh. These courses are delivered in partnership with Pembrokeshire College, Coleg Ceredigion and Coleg Sir Gar. Partnerships have been formed with other schools within Cymdeithas Ysgolion Dros Addysg Gymraeg (CYDAG) to collaborate on Welsh medium resources for vocational qualifications. At Ysgol Bro Gwaun, whilst a number of pupils follow a bespoke Welsh curriculum in Humanities, Music and Drama at KS3, currently very few choose to follow the school's curriculum offer at KS4 through the medium of Welsh. Advice and guidance is provided to parents and carers during the transition from KS3 to 4, with a particular focus on explaining the benefits of undertaking courses through the medium of Welsh.</p> <p>All sixth form pupils studying academic and vocational qualifications at YYP can study their chosen subjects through the medium of Welsh. Mathematics, Further Maths, Biology, Chemistry and Physics are offered through the medium of English alongside the Welsh medium provision for these subjects.</p> <p>2. Pupils studying Welsh as a subject</p> <p>2.1. Current provision for learners studying and being assessed through the medium of Welsh in Year 10 and over is limited to Ysgol y Preseli, but will include Ysgol Caer Elen from September 2021 as the school extends to KS 4.</p> <p>2.2. All key stage four pupils studying at Ysgol y Preseli are entered for Welsh First Language at GCSE. On average 75% of every cohort are also entered for GCSE Welsh Literature. The results for Welsh Language and Welsh Literature are excellent and the school's Welsh department has received recognition for excellent practice in an Estyn thematic report in 2020.</p> <p>What we will do...</p> <p>1. Pupils studying and being assessed through the medium of Welsh</p> <p>1.1. The Council is fully committed to increasing the % of learners aged 15 and above studying qualifications through the medium of Welsh. Whilst the long-term aim will be to build upon the immediate changes at Primary level through increasing the capacity of</p>	

Outcome 4	More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh																
<p>the current provision at post 15, and also by increasing this provision, the short-term aim is to ensure that appropriate conditions, e.g. staffing, courses, support and resources, are in place to increase the number of learners following currently available courses. Consideration will be given to ensuring that pupils follow appropriate pathways at key stage 3 to ensure effective and confident transition onto GCSE courses taught through the medium of Welsh.</p>																	
<p>1.2. At Ysgol y Preseli and Ysgol Caer Elen pupils are able to complete all courses offered at GCSE level through the medium of Welsh however the uptake in terms of pupils opting to study the science-based subjects as a percentage is small. Both schools will develop strategies to increase the number of pupils choosing to study the sciences at GCSE through the medium of Welsh. Ysgol Bro Gwaun will develop strategies to increase the number of pupils choosing to study the humanities at GCSE through the medium of Welsh. During the course of the WESP, and following the transition of Ysgol Glannau Gwaun from Dual Stream to Welsh Medium, the Council will explore Ysgol Bro Gwaun becoming our third Welsh medium secondary school.</p>																	
<p>1.3. The Council will be committed to supporting the three schools outlined above to ensure that the number of GCSE courses available to learners through the medium of Welsh is increased, and it will actively broker partnership working between these schools and Pembrokeshire College to develop Welsh medium vocational courses for pupils.</p>																	
<p>1.4. The Council is committed to providing access to pupils for post 16 Welsh medium provision. We will monitor the take up of Welsh medium post 16 options, particularly given the need to ensure that the gains realised at Ysgol Caer Elen and Ysgol Bro Gwaun in terms of pupil numbers are not lost when learners make decisions on their post 16 options. As part of this exercise we will consider whether retaining sixth form provision at Ysgol y Preseli only is appropriate.</p>																	
<p>1.5. In response to the requirement to outline a target for the expected increase in the number and percentage of learners in Year 10 and above who study for qualifications and are assessed through the medium of Welsh, it is important to set out the baseline which is based on pupil numbers provided by schools in January 2021:</p>																	
<table><tr><td>As at January 2021</td><td>Year 10</td><td>Year 12</td><td>Year 13</td></tr><tr><td>Pupil Numbers studying through the medium of Welsh</td><td>145</td><td>76</td><td>87</td></tr><tr><td>Total Cohort size</td><td>1227</td><td>347</td><td>304</td></tr><tr><td>% studying through the medium of Welsh</td><td>12%</td><td>22%</td><td>29%</td></tr></table>		As at January 2021	Year 10	Year 12	Year 13	Pupil Numbers studying through the medium of Welsh	145	76	87	Total Cohort size	1227	347	304	% studying through the medium of Welsh	12%	22%	29%
As at January 2021	Year 10	Year 12	Year 13														
Pupil Numbers studying through the medium of Welsh	145	76	87														
Total Cohort size	1227	347	304														
% studying through the medium of Welsh	12%	22%	29%														
<p>Our target, along with the necessary assumptions are set out as follows:</p>																	

Outcome 4	More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
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- Currently, only pupils attending Ysgol y Preseli are counted towards those studying subjects through the medium of Welsh; this will extend to Ysgol Caer Elen and Ysgol Bro Gwaun in future years;
- Whilst parental preference for school places plays a significant part in shaping the numbers of pupils attending our schools, including those in neighbouring authorities, our assumption of the Year 10 cohort in 2031 is based on the current Reception year group, i.e. 1184;
- Similarly, the calculation for school Sixth form progression at Years 12 and 13 is based on approximate current progression percentages, i.e. 27.5% of the Year 11 cohort progressing to Year 12, and 23.9% progressing to Year 13.
- The calculation of learners studying subjects through the medium of Welsh is based on forecast growth in the primary sector contributing to growth in the secondary sector during the period of the WESP. This also assumes success in retaining pupils transferring from Welsh medium primary settings to Welsh medium secondary settings.
- Our current targets for 2031 for Years 10 and above are therefore as follows:

As at January 2031	Year 10	Year 12	Year 13
Pupil Numbers studying through the medium of Welsh	300	169	162
Total Cohort size	1184	326	283
% studying through the medium of Welsh	25%	52%	57%

2. Pupils studying Welsh as a subject

2.1. The local authority will continue to support the work of schools and FEIs to coordinate the provision of Welsh from Year 10 by:

- Continuing and further developing professional networks in collaboration with regional leads for Welsh in order to embed good quality support for all schools;
- Continuing to collaborate with Pembrokeshire College to secure Welsh medium post 15 provision;
- Continuing to support the development of Welsh medium post 15 provision at Ysgol Bro Gwaun with additional resources as available;
- Utilising resources, key staff from within the local authority and promotional materials from Welsh Government to encourage a language and learning continuum across all progression steps to promote learner confidence and parental reassurance.

2.2. The distinctions between Welsh second language and Welsh first language GCSE will be removed following the introduction of the New Curriculum for Wales in September 2022. This realignment of GCSE provision and expectation is recognised at secondary

Outcome 4	More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
2.3.	<p>school level and a restructure and development phase is underway to ensure appropriately resourced programmes of Study are in place.</p> <p>At Ysgol Bro Gwaun it is expected that all pupils who follow pathways through the medium of Welsh at KS3 will achieve the highest grades available, recognising their advanced knowledge and understanding of the language. It is expected that all pupils, regardless of their skill level will successfully achieve a GCSE grade in Welsh language.</p>

Outcome 5	More opportunities for learners to use Welsh in different contexts in school
<p>Where are we now?</p> <p>Reported teacher assessment data for the foundation phase and key stage 2 highlights that standards of Welsh have been variable in some settings over a three year period prior to 2020. In Welsh medium primary settings standards of writing were generally lower than oracy and reading, and improving standards of writing including extended writing were a priority area for many schools. However, non-standardised data and evidence from primary and secondary settings currently highlights a decline in pupils' Welsh oracy skills following a long period of distanced learning due to the pandemic. Consequently, improving standards of oracy and writing are a priority area for the Bro Gwaun, and Preseli and Caer Elen clusters. In response to the data and evidence presented the Local Authority have supported the improvement of oracy and writing skills of pupils in the Bro Gwaun and Preseli and Caer Elen clusters by-</p> <ul style="list-style-type: none"> • Providing language drilling training for all Learning Support Assistants and Welsh co-ordinators to promote oracy and accurate language modelling. Support materials in the form of a physical and digital pack of resources to accompany the training have been provided for all Welsh medium primary schools. • Providing 'Talk for Writing' training for all teaching and support staff to improve standards of oracy and writing • Developing an online bank of resources for all primary year groups with quality assured materials from Pembrokeshire teachers to develop Welsh language resources during the pandemic - Dysgu ar Lein • Creating and promoting a bilingual website to support parents whose children are learning Welsh at home whilst undertaking remote learning during and after lockdown periods • Providing exemplar materials for supporting Welsh in English medium schools utilising the methodology of Gianfranco Conti to produce Year 6 units of work to support teaching of Welsh based on 10 communicative goals presented on a rolling program to expand and retrieve known and learnt language at regular intervals. • Developing an online resource portal for schools. • Providing an online programme of events for key dates in Welsh calendar - Diwrnod Shwmae, Dydd Miwsig Cymru and St David's Day. <p>Siarter Iaith - The council is committed to inspiring children and young people to use Welsh in all aspects of their lives. We work closely with the region and within a national group to share good practice. All our primary schools are implementing and following the Siarter Iaith framework.</p> <p>Since launching the Siarter Iaith in our Welsh medium schools and the Siarter Iaith Cymraeg Campus in our English medium schools, innovative work has been undertaken by the schools to increase the social use of Welsh within the whole school community.</p>	

Outcome 5	More opportunities for learners to use Welsh in different contexts in school		
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Siarter Iaith			
	Bronze Award	Silver Award	Gold Award
Number of schools	18	4	-

Siarter Iaith Cymraeg Campus			
	Bronze Award	Silver Award	Gold Award
Number of schools	26	6	1

Partners - Working with partners across agencies locally in Pembrokeshire and beyond is key to the success of our strategy. The council works in partnership with community organisations that promote the Welsh language namely Mudiad Meithrin, Urdd, Menter Iaith, YFC, Cymraeg i Blant and Merched y Wawr. The council have held annual Shwmae Awards since 2014 with the aim of celebrating contributions by individuals and groups in promoting the Welsh language and its culture within schools and communities as well as the achievements of Welsh language learners.

The Welsh Language Development officer and Cabinet Member for Welsh are both members of the county Language Forum and who are responsible for facilitating the use of the Welsh language within every age group within Pembrokeshire. The Language Forum discuss and arrange various activities in the county to promote the Welsh language.

During the pandemic we have established an online presence in the form of the Shwmae Sir Benfro Facebook page to promote the Welsh language in Pembrokeshire. User data highlights its effectiveness in reaching a wide online audience. Engagement levels during specific campaigns are very good.

What we will do...

- Ensure that all settings have strong action plans to raise standards in Welsh. Utilise Challenge Advisers to support schools in formulating robust action plans for improving Welsh with a clear focus on individual school's Estyn recommendations.
- Continue to develop an early engagement model of support for non-maintained settings in targeted areas to enhance children's early linguistic experiences
- Continue to develop resources to support the new curriculum 'Traed, Cam a Naid' lesson prompts to encourage teachers to plan the delivery of the Siarter Iaith and Welsh Dimension objectives through the curriculum.
- We will continue to maintain and develop the Language Charter in our primary schools ensuring that schools are supported along the journey with suitable resources and guidance. Termly meetings to share the most up-to-date information with the Language Charter Leads as well as sharing effective practice across clusters will be a priority.
- Build on the success and momentum of the Language Charter in our primary schools, and establish a programme and support for secondary schools to embed the use of the Language Charter framework.

Outcome 5	More opportunities for learners to use Welsh in different contexts in school
	<ul style="list-style-type: none"> • The council will work with Menter Iaith Sir Benfro as a lead partner on the social use of Welsh by our young people through a variety of face-to-face activities as well as establishing an effective online presence. • We will strengthen our relationship with the Language Forum partners to target out of school hours activities through the medium of Welsh identifying key areas by using the Language Charter data. We will also address the targeting of extra-curricular activities for pupils in English-medium schools to increase the amount of Welsh used. We will work with forum partners and other youth services to map and promote available provision through the medium of Welsh. • We will continue to work with the Urdd to promote its excellent range of activities and residential opportunities to promote the use of Welsh by our children and young people. • We will adapt and build on the success of our annual Shwmae Awards to bring together various partners within the county to celebrate contributions by individuals and groups in promoting the Welsh language and its culture within our schools and communities. • We will establish an online chamber of resources to support schools to deliver Welsh as part of the new curriculum as well as resources to deliver the Siarter Iaith Framework. Resources will also be made available to further promote the value and benefits of bilingualism in order to strengthen pupils' motivation to become a confident speaker of both official languages of Wales.

Outcome 6	An increase in the provision of Welsh medium education for pupils with additional learning needs
<p>Where are we now?</p> <p>There is limited, anecdotal feedback from primary and secondary schools which suggests that some parents / carers of children with more complex SEN or ALN are likely to opt to send their children to an English medium primary school due to the lack of Learning Resource Centre (LRC) or specialist provision within Welsh medium education. However, our LRCs predominantly support children with Autistic Spectrum Disorder (ASD) and speech and language difficulties and the prevalence of first language Welsh speakers in this group of children is very low, and needs can currently be met with inclusive support which is preferable under the new Code. It is possible that the perceived number of learners with SEN or ALN in Welsh medium schools may be under represented as parents may have already opted for English medium provision where the continuum of support is greater, but currently there is no strong evidence of this.</p> <p>What we will do...</p> <p>The council aspires to increase Welsh medium provision in Pembrokeshire, and to ensure that ALN education meets demand in view of the linguistic make-up of our schools where there has been an increase of pupils accessing Welsh medium Education from 3-18. We will also ensure there is support at 0-25 in line with the requirements of the new Code.</p> <p>Furthermore 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 therefore:</p> <ul style="list-style-type: none"> • undertake a biannual audit of the SEN or ALN of Welsh Medium learners to inform the level of need for specialist Welsh medium provision. • implement the outcome of the audit of the SEN or ALN for Welsh medium learners, including undertaking any necessary consultation processes if there is a requirement to develop a specialist provision. • continue to monitor and review the provision in line with emerging need during the first five years of the WESP. • invest in professional development to support a bi-lingual LRC provision to support learners whose first language or parental preference is for Welsh medium provision. • continue to ensure all reasonable steps are taken to ensure all learners with SEN or ALN or emerging needs can access support from the Council's mainstream schools, special schools and advisory services through the medium of Welsh to ensure we comply with the ALNET Act 2018 and ensure we offer a bilingual system for ALN learners. <p>The Council 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 SEN or 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.</p>	

Outcome 6	An increase in the provision of Welsh medium education for pupils with additional learning needs
<p>We have specific targets:</p> <ul style="list-style-type: none"> • To increase capacity to support Welsh speaking pupils within LRCs to ensure they are able to transition from and back to Welsh medium settings by having more Welsh speaking staff within these settings. • Increase the number of staff who can work through the medium of Welsh to support our pupils from 3 to 18 working in conjunction with Health & Social Care. • To ensure that ALN provision within the Welsh medium sector matches the emerging need. • To ensure effective Welsh medium provision is maintained as pupils transition between phases, especially between primary and secondary. This will require a strategic overview of workforce linguistic skills in both the primary and secondary sector. • To ensure that curriculum provision and resources cater effectively for persons with ALN, with specific consideration given to parity, ensuring appropriate and equivalent Welsh Medium provision to that accessible by mainstream pupils. • To ensure provision is available for correspondence, appeals, meetings etc to be conducted through the medium of Welsh if requested. Consideration should be given to ensuring membership of all ALN related panels and the capacity to engage with parents through the medium of Welsh. 	

Outcome 7	Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh
<p>Where are we now?</p> <ol style="list-style-type: none"> 1. In the Welsh medium sector, approximately 50% of headteachers will reach retirement age during the course of the WESP. 2. On the basis of the findings of the workforce Skills Census, preparatory and initial activity has taken place to strengthen the linguistic profile of staff in all primary schools. <ul style="list-style-type: none"> • A handbook with guidance to move along the pathway to fluency in Welsh has been created and shared with all schools. We have worked with primary schools to use this booklet to plan a specific target for developing Welsh language skills based on each staff member's current skill level that is achievable and accountable. • Teachers and support staff in all of the county's primary Welsh medium settings were targeted to complete a bespoke '<i>Gloywi Iaith</i>' course with Rhagoriaith recently. All English medium settings were asked to plan the next steps in learning for each staff member focussing especially on targeting staff who have no Welsh skills to complete an online W1 course with Work Welsh. • As part of our commitment to ensuring that we are developing the Welsh skills of a larger number of staff than available places on the Sabbatical Scheme, we are piloting a Welsh for Adults course to move 15 teachers and 5 support staff along the Welsh continuum. • Schools that are changing their linguistic category have been provided with targeted linguistic support by attending the Welsh sabbatical scheme courses and support by the Advisory Teacher. The Advisory Teacher and lead for Welsh has also worked with the schools to systematically develop the skills and confidence of the schools workforce. <p>What we will do...</p> <ul style="list-style-type: none"> • The council will undertake an audit to review current and future vacancies of teaching and support staff to support recruitment and retention of staffing. • We will continue to work with Rhagoriaith at the University of Wales Trinity St David to 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. • The council will undertake an audit to review and reflect changes in school type and linguistic designation across all phases. • The council will continue to support non-subject specialist staff to improve their knowledge and skills by attending regional training and support. • The Local Authority will identify potential leaders at an early stage. Support for aspiring headteachers and middle leaders through regional programme of support will be a priority area. Where there is a lack of high quality recruitment, the Authority will 	

Outcome 7	Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh
	<p>consider collaborating with governing bodies to federate schools in order to ensure leadership of the highest standard.</p> <ul style="list-style-type: none"> • We will work with the Consortium who is working closely with Initial Teacher Training and Education (ITET) providers to develop jointly-delivered (by schools and HEIs) programmes for newly qualified teachers to reflect the requirements of the new curriculum and the development of a suitably qualified workforce to deliver the Welsh continuum. • We will systematically develop the skills and confidence of our school workforce by working with partners (ERW, Rhagoriaith, National Centre for Learning Welsh) to deliver training programmes with a specific focus on teaching through the medium of Welsh. • Our Welsh Language Development Officer and ERW will provide post-course support for practitioners that have participated in the Sabbatical scheme. We will also implement a Language Champion mentor program where following the completion of the sabbatical, these practitioners will become language champions and mentor other practitioners to increase their confidence in speaking Welsh, teaching through the medium of Welsh, or teaching Welsh as a subject in English medium schools. • We will ensure that schools target Welsh skills development within school development plans within the context of improving standards to ensure that there is a strong focus on prioritising continuous professional development which includes improving linguistic skills. • Challenge Advisers will monitor School Development Plans to ensure that leaders plan to improve the linguistic skills of the workforce. Workforce results will also be shared with Challenge Advisers to support monitoring. • We will continue to use workforce data to continue to design professional learning programmes which reflect our local workforce needs. We will continue to encourage the use of freely available online Work Welsh courses to strengthen staff Welsh skills and target individuals to complete Welsh for Adults courses in order to move along the language continuum. • As part of the Council's Welsh Language Strategy (2021-2026), we will: <ul style="list-style-type: none"> ○ Continue to provide Welsh language community learning opportunities for adults; ○ Support improvements in digital connectivity and opportunities to use the Welsh language online; ○ Increase opportunities for Welsh speakers and learners within the County Council to use Welsh within their everyday working environment. • We will encourage the governors of every school to include a report on the Welsh language in their annual report to parents. We will also during our training sessions for school Governors on this strategy, raise awareness of the need for bilingual skills and that monitoring the upskilling of their staff is key. • Access to the Welsh language sabbatical scheme will be targeted at priority areas as identified in this strategic plan. As schools move along the continuum and increase the

Outcome 7	Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh
<p>amount of Welsh taught, training such as the sabbatical scheme will be used strategically to support the skills development of teachers and teaching assistants.</p> <ul style="list-style-type: none"> • The Strategic Lead for Welsh and Welsh Language Development Officer will provide workplace training for staff in schools that have been targeted based on the need/intention to change linguistic categories. 	

WELSH in EDUCATION STRATEGIC PLAN (WESP)

Consultation Response Form

- 1. We have a challenging overarching target to increase the number of Year 1 pupils being taught through the medium of Welsh. The following questions are in relation to some of the proposed actions in order to achieve this target (See Section 10).**

- a. Conversion of Dual Stream provision to Welsh Medium

Please indicate which of the following statements best reflects your views on this action.	Please tick one ✓
I support this	
I do not feel strongly one way or the other	
I do not support this	

- b. To establish new Welsh medium schools in areas where there is currently no provision

Please indicate which of the following statements best reflects your views on this action.	Please tick one ✓
I support this	
I do not feel strongly one way or the other	
I do not support this	

- c. To extend the catchment areas of existing Welsh medium primary schools in order to reach into areas where there is currently no such provision.

Please indicate which of the following statements best reflects your views on this action.	Please tick one ✓
I support this	
I do not feel strongly one way or the other	
I do not support this	

- d. Please provide any comments regarding our proposed actions to meet the overarching target.

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2. Outcome 1 – More Nursery children / 3 year olds receive their education through the medium of Welsh (Pages 35-37)

- a. Do you consider that there is sufficient information available in order to make informed decisions regarding Welsh medium education?

Please tick one ✓			
Yes		No	

- b. Please outline which of the following factors are most likely to influence your decision on providing your child with a Welsh medium education

		Please tick all that apply ✓
i	Follow in footsteps of older siblings	
ii	Reputation of schools	
iii	Reasonable distance of home	
iv	Access to Cylch Meithrin or equivalent provision nearby	
v	Access to Flying Start provision nearby	
vi	Other (please state)	

- c. Please comment on any aspect of our proposals in relation to Outcome 1.

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3. Outcome 2 – More Reception class children / five year olds receive their education through the medium of Welsh (Pages 38-40)

- a. We recognise the value of our Language Centres in providing the necessary intensive linguistic support to pupils who are latecomers to the Welsh language, so that they are able to integrate fully within their school community.

Please comment

- b. Please indicate which of the following statements best reflects your views on our intended actions for Outcome 2.


	Please tick one ✓
I support the strategies outlined	
I do not feel strongly one way or the other	
I do not support the strategies outlined	

4. Outcome 3 – More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another (Pages 41-43)

- a. We consider that the retention of pupils within the Welsh medium sector in Pembrokeshire is particularly important, i.e. that pupils who attend a Welsh medium setting in the primary phase will be encouraged and expected to continue with this when transferring to subsequent key stages in the secondary phase.

Please indicate which of the following statements best reflects your views on this principle.	Please tick one ✓
I support this principle	
I do not feel strongly one way or the other	
I do not support this principle	

- b. Please comment on any aspect of our proposals in relation to Outcome 3.



5. Outcome 4 – More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh (Pages 44-47)

- a. During the lifetime of this WESP, we wish to develop our third Welsh medium secondary provision. Please indicate which of the following statements best reflects your views on this.

	Please tick one ✓
I support this	
I do not feel strongly one way or the other	
I do not support this	

- b. As the number of Welsh medium secondary learners increases, the sixth form and/or vocational options available to them at post 16 will be important. Please provide your comments on this and outline any preferences.

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- c. Please comment on any aspect of our proposals in relation to Outcome 4.

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6. Outcome 5 – More opportunities for learners to use Welsh in different contexts in school (Pages 48-50)

- a. Please indicate which of the following statements reflects your views on our intended actions for this outcome

	Please tick one ✓
I support the actions outlined	
I do not feel strongly one way or the other	
I do not support the actions outlined	

- b. Please comment on any aspect of our proposals in relation to Outcome 5.

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7. Outcome 6 – An increase in the provision of Welsh medium education for pupils with additional learning needs (Pages 51-52)

- a. Please indicate which of the following statements reflects your views on our intended actions for this outcome.

	Please tick one ✓
I support the actions outlined	
I do not feel strongly one way or the other	
I do not support the actions outlined	

- b. Please comment on any aspect of our proposals in relation to Outcome 6.

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8. Outcome 7 – Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh (Pages 53-55)

- a. Please indicate which of the following statements reflects your views on our intended actions for this outcome

	Please tick one ✓
I support the actions outlined	
I do not feel strongly one way or the other	
I do not support the actions outlined	

- b. Please comment on any aspect of our proposals in relation to Outcome 7.

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About you:

1. Please tell us what your interest is in this consultation?

Tick here		Please indicate the names of the schools which represent your interest	
		School 1	School 2
	Pre-school parent		
	Parent		
	Pupil		
	Staff		
	Governor		
	Local resident		
	Other		

Other (please describe here) _____

2. Are you (please tick one only)

	Aged 16 or under
	Aged 17 – 24
	Aged 25 – 44
	Aged 45 – 64
	Aged 65 – 74
	Aged 75 or over
	Prefer not to say

We will make any comments that you make publicly available as part of a subsequent report, unless you ask us not to.

☐ Please tick this box if you do not wish for your comments to be made publicly available.

All information will be handled in accordance with the Data Protection Act 2018.

Please return to: Director of Education, Pembrokeshire County Council, Haverfordwest, SA61 1TP no later than 31st July 2021.

Thank you for your time