

WELSH IN EDUCATION STRATEGIC PLAN

Name of Local Authority

CONWY

Period of this Plan

2022-32

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

Signed: Jenny Williams Date: 20.09.2021
Strategic Director Social Care and Education

(This Plan needs to be signed by the Chief Education officer within your local authority)

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

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

Foreword

Conwy County Borough Council has a vision to ensure that all pupils in the county have fluent and confident linguistic skills in Welsh and English. We want to ensure that the county's children and young people have every opportunity to be full members of the bilingual / multilingual society of which they are a part so that they wish to use the language within the family, in the communities and in the workplace.

As an authority, we are committed to the aspirations of the Welsh Government to create a million Welsh speakers by 2050. We will contribute to this vision by increasing the numbers receiving Welsh-medium education as well as inspiring and encouraging the pride of the county's children and young people in the Welsh language, its heritage and culture.

In support of the vision set out in the Welsh in Education Strategic Plan, Conwy Council will continue to promote the implementation of the Language Charter in each of the county's Welsh-medium primary schools in order to influence children's social use of Welsh.

All bilingual and English medium primary schools in the county will continue to implement the requirements of a Language Charter (Cymraeg Campus). This will promote a strong Welsh ethos and set a clear framework to promote and increase the use of Welsh by children within a whole school context.

Conwy Council will also support the Primary and Secondary Immersion Schemes, which enable pupils who have pursued English-medium education to make a successful transition to Welsh-medium education.

Introduction

In accordance with the School Standards and Organization Act Wales (2013) Local Authorities have a statutory duty to prepare and submit the Welsh in Education Strategic Plan to the Welsh Government. These plans will run for a period of 10 years from September 2022. These plans outline how Local Authorities intend to achieve the Welsh Government's aims and targets set out in the Welsh-medium Education Strategy.

A number of key Welsh in Education policy documents have been published by the Welsh Government:

The Well-being of Future Generations (Wales) Act 2015, Prosperity for All: The National Strategy, Taking Wales Forward 2016-2021

Public bodies and services across Wales are required to ensure that they work towards achieving the goal of creating a 'Wales with a vibrant culture where the Welsh language thrives'.

One of the priorities is to ensure that all learners are able to use Welsh when they leave school.

Cymraeg 2050

The Welsh Government's long-term strategy and vision for the Welsh language is to create a million speakers, along with increasing the use of the Welsh language. It is noted that Welsh-medium / bilingual education is one of the main methods for ensuring that children can develop their Welsh language skills as well as create new Welsh speakers. The Welsh in Education Strategic Plan is key to supporting the vision of creating a million speakers by 2050 as well as embodying the aims and values of the previously identified documents.

A Curriculum for Wales 2022

In line with the Welsh Government's timetable, the county will ensure that we help children and young people become ambitious and capable learners, enterprising and creative, as principled and informed citizens and healthy and confident. All schools will produce a curriculum that incorporates the above through the six Areas of Learning and Experience to create a single continuum of learning Welsh.

Conwy Welsh Language Promotion Plan 2017-21

In accordance with section 44 of the Welsh Language (Wales) Measure 2011, the Council is expected to produce a 5-year promotional strategy that will show how we intend to promote the Welsh language and facilitate the use of the Welsh language across the county. The plan will be implemented, in tandem with this strategy, working in partnership with other organisations, schools and individuals.

Categorisation of schools according to their Welsh language provision

In accordance with Welsh Government guidelines, all schools and local authorities in Wales must state in which language they intend to teach. In Wales, this can be either through the medium of Welsh or English, or a combination of both.

Welsh Government policy documents and Conwy Education Language Policy are reflected in this strategy. In achieving the aims of the strategy, we trust that there will be a positive development not only for the county's Welsh-medium and Welsh-medium education, but for the overall education of Conwy County's pupils.

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

Conwy's Vision and Aim

We want to see the Welsh language thrive. Our aspiration is to halt the decline and increase the number of Welsh speakers. We will continue to promote the opportunities to receive Welsh medium education for all children who wish to do so, as well as develop and strengthen bilingual skills across all sectors.

Our target is to increase Welsh-medium provision in Conwy by 14% + over the next ten years in order to reach the Welsh Government's goal of 30% by 2031.

A range of progress is determined based on the number of Year 1 children taught through the medium of Welsh. All authorities in Wales are placed in 4 groups based on different factors. Conwy County falls into Group 2 based on the authority's linguistic demographics.

2019/20		Target 2030/31			
Number	%	Minimum No.	Minimum %	Maximum No.	Maximum %
283	25.8%	395	36%	435	40%

Conwy County Demography

The County has a very diverse demographic with increasing numbers of older ages, declining births and a combination of coastal, rural and urban areas.

Conwy County Borough Council has 44 pre-school establishments under the county's Education supervision scheme, 52 primary schools, 7 secondary schools, 1 Special School and 4 Pupil Referral Education Centres. The varied linguistic nature of the County together with diversity in the areas where demand for Welsh-medium education has occurred has meant that Conwy has schools in each of the language categories. *(See Appendix 1 Definition of Conwy schools according to Welsh medium provision).*

Key principles of the plan

- Provide a solid start to the Welsh-medium journey in collaboration with all stakeholders.
- Ensure continuity in Welsh and the medium of learning throughout Conwy's children and young people's education journey.
- Offer appropriate linguistic immersion opportunities to Conwy pupils as required.
- Promote the use of Welsh as the social language of children and young people in Conwy.
- Promote the Welsh ethos by supporting and guiding our Childcare settings / schools to move along the linguistic continuum.
- Ensure that pupils with additional learning needs receive equal linguistic opportunities.
- Offer opportunities for teaching staff to develop their language skills and ability to become more confident in teaching through the medium of Welsh.

Objectives

- Ensure that Conwy's children and young people have the necessary skills to prepare them to be bilingual / multilingual citizens of the future.
- Promote the benefits of multilingualism by raising pupils' awareness and understanding of the economic, cognitive, social, linguistic and cultural benefits of Wales.
- Develop learners' bilingual skills in formal and informal situations so that Welsh is used naturally to communicate.
- Promote the benefits of Welsh and multilingualism to parents by holding a series of campaigns and community events for families in partnership with a range of relevant stakeholders.
- Ensure that the provision of services provided offers the highest quality learning and teaching opportunities for the children and young people of Conwy County wherever they are along the language continuum.
- Ensure that the principles of Curriculum for Wales 2022 enable the children and young people of Conwy County to realize their educational potential and to be confidently bilingual and multilingual.
- Develop and promote county, regional and national training programs that offer opportunities to upskill the Childcare setting / school workforce to confidently teach through the medium of Welsh.
- Continue to offer intensive language immersion opportunities to primary pupils through Canolfan Iaith Conwy and support the county's mid / late Immersion schemes.
- Consider expanding the intensive language immersion provision in the county depending on issues such as finance, staffing and location.
- Review the ALN's Welsh-medium provision in the county depending on issues such as funding, staffing and location.

Learner Travel (Wales) Measure 2008

Local authorities have a statutory duty under section 10 of the Learner Travel (Wales) Measure 2008 to promote access to education and training through the medium of Welsh.

The Council's Home to School Transport Policy commits the Council to providing free home to school transport for pupils of compulsory school age who meet the statutory distance criteria for the nearest Welsh-medium school.

Pupils who attend the Language Centre will receive free home to school transport if they meet the statutory distance criteria.

If the nearest Welsh Medium provision is outside the County of Conwy, then the County will follow the same policy and provide free transport to the nearest Welsh Medium school, if they meet the statutory distance criteria. However, the County's transport policy may have to be reconsidered in terms of transporting children across the border, due to the loss to Conwy's Welsh schools. (County Legal and Finance Department currently looking at this as there are very high cost implications in the transition period)

Conwy County Council has a duty to comply with parental wishes when a school admission number has not been reached.

Outcome 1:

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

Where are we now?

As part of the development of Family Support throughout the County, the Local Authority is divided into 5 areas as listed below:

Area 1 West Conwy Communities	Area 2 North Conwy Communities	Area 3 Central Conwy Communities	Area 4 East Conwy Communities	Area 5 South Conwy Communities
Conwy Deganwy Glan Conwy Henryd Llandudno Jct Llanfairfechan Penmaenmawr	Llandudno Craig y Don Gogarth Mostyn Tudno Penrhyn Bay Penrhyn	Llandrillo yn Rhos Mochdre Colwyn Bay Old Colwyn Llysfaen Betws yn Rhos	Abergele Kinmel Bay Llanddulas Llanfairtalhaiarn Llanefydd Llansannan Pensarn Towyn	Betws y Coed Bro Garmon Bro Machno Caerhun Capel Curig Cerrigydrudion Dolgarrog Dolwyddelan Eglwysbach Llanddaged & Maenan Llanfihangel Glyn Myfyr Llangernyw Llangwm Llanrwst Pentrefoelas Trefriw

Childcare Provision

Number of settings registered with Care Inspectorate Wales (March 2021)

Breakdown by type Mah 2021:		
Full Daycare	44	22 of these are Day Nurseries while the remainder are primarily providers of wrap around care. 1 is used specifically by one group of people who are not CCBC new mothers.
Out of School Club	19	Many day nurseries and childminders also deliver after school childcare within their settings.
Sessional	25	
Childminders	59	
TOTAL	147	

Geographical Breakdown by Wellbeing Area March 2021						
Number of Settings by Type	Central	East	North	South	West	Total
OOSC	6	1	4	2	6	19
Full Daycare - Day Nursery	5	4	6	3	5	23
Full Daycare - wrap around	8	3	6	2	2	21
Sessional	6	3	3	6	7	25
Childminders	21	17	5	6	10	59
TOTAL	46	28	24	19	30	147

Breakdown by Type and Registered places March 2021	
OOSC	796
Full Daycare - Day Nursery	972
Full Daycare - wrap around	690
Sessional	627
Childminders	481
TOTAL	3566

DEWIS Cymru data

- Dewis is an all Wales data platform, which all childcare providers complete and update every six months.
- The website used by parents to inform them of the type of childcare available.
- The below information is the childcare provider's opinion of which language category they deliver the childcare within their settings.

(* Please note the below data is not comparable with the registered places Care Inspectorate Wales data as some Cylchoedd Meithrin and Playgroups were traditionally sessional but are now registered with Care Inspectorate Wales (CIW) as full day care.)

Cylchoedd / Playgroups		
Language	Number of providers	% of total
English and Welsh medium	1	2.50%
English only	1	2.50%
English with use of bilingual elements	20	50.00%
Welsh only	18	45.00%

5 x Playgroups noted on Dewis that they were English and Welsh medium, as they are representing Mudiad Meithrin and sign to their Welsh language policy they are Welsh medium – therefore the above figures have been amended to reflect this.

Childminder		
Language	Number of providers	% of total
English and Welsh medium	14	25.00%
English only	18	32.14%
English with use of bilingual elements	21	37.50%
Welsh only	3	5.36%

Day Nurseries		
Language	Number of providers	% of total
English and Welsh medium	8	36.36%
English only	2	9.09%
English with use of bilingual elements	11	50.00%
Welsh only	1	4.55%

Out of School Clubs		
Language	Number of providers	% of total
English and Welsh medium	10	35.71%
English only	3	10.71%
English with use of bilingual elements	13	46.43%
Welsh only	2	7.14%

4 x out of school provision are not registered with Care Inspectorate Wales and are operating under two hours (1 x Welsh only, 3 x English and Welsh medium)

- The above data from Dewis has been broken down further by number of places in the settings.

Places in Playgroups and Cylchoedd by language category	Places
English and Welsh medium	23
English medium	30
English with bilingual elements	513
Welsh only	426

5 x Playgroups noted on Dewis that they were English and Welsh medium, as they are representing Mudiad Meithrin and sign to their Welsh language policy they are Welsh medium – therefore the above figures have been amended to reflect this.

Places in Childminders by language category	Places
English and Welsh medium	121
English medium	129
English with bilingual elements	188
Welsh only	22

Places in Day Nurseries by language category	Places
English and Welsh medium	411
English medium	164
English with bilingual elements	523
Welsh only	30

Places in Out of school clubs by language category	Places	
English and Welsh medium	309	44 are also included elsewhere as either full day care or joint registrations
English medium	138	64 are also included elsewhere as either full day care or joint registrations
English with bilingual elements	591	231 are also included elsewhere as either full day care or joint registrations
Welsh only	39	

There are also three unregistered out of school clubs attached to schools in rural areas.

Welsh medium childcare provision

- 20 Welsh language settings (18 cylch and 2 day nurseries) and 27 English language settings (22 Playgroups and 5 day nurseries) which fall under the umbrella of Mudiad Meithrin, Early Years Wales, National Day Nurseries Association (NDNA). These settings provide Early Years Education.
- Continue to support the education element of provision in the cylchoedd led by County Officers and the Early Years Education Advisory Teacher Team.

Name of Welsh medium settings	
Cylch Abergele	Cylch Ffrindiau Bach Llanrwst
Cylch Awel y Mynydd	Cylch Llanddoged
Cylch Bae Cinmel	Cylch Llangelynnin
Cylch Bae Colwyn	Cylch Llansannan
Cylch Bae Penrhyn	Cylch Morfa Rhianedd
Cylch Betws yn Rhos	Cylch Penmaenmawr
Cylch Bro Cernyw	Cylch Pentrefoelas
Cylch Cerrigydrudion	Cylch Talhaiarn
Cylch Dolgarrog	Meithrinfa Gymraeg Derwen Deg
Cylch Eglwysbach	Meithrinfa Twt Lol

- Need to engage with key stakeholders to recruit and retain Welsh speaking and bilingual staff.
- There is a need for more provision and Welsh speakers in all areas of Childcare across the county.

CWLWM

Cwlwm brings a multi-agency integrated and bilingual approach to development, support, advice and training. This co-ordinated strategic approach ensures consistency in quality and efficiencies in support, guidance and delivers innovative solutions to local needs.

Mudiad Meithrin Progression Data into Welsh Medium Education (2019/20):

- The vast majority of children attending Cylch Meithrin transfer to Welsh medium education.
- Cylch Meithrin Kinmel Bay is a new Induction and Movement (SAS) group and there is no custom of traveling to a Welsh medium education however, 21.43% have transferred to Welsh medium education.
- Cylch Meithrin Penrhyn Bay in the catchment area of Ysgol Glanwydden, which is a school defined as predominantly English-medium primary school but with significant use of Welsh.
- Old Colwyn Circle 1 and 2 closed during 2018-19 and merged with the Colwyn Bay District, which will be on the new Ysgol Bod Alaw site.

Capital program for 21st Century Education and Schools:

- Awel y Mynydd - extra class on site for Cylch Meithrin in place
- Llanfairtalhaiarn - purpose built extension to school site for Cylch Meithrin planning in place
- Cylch Colwyn - amalgamation of Cylchoedd Meithrin Hen Colwyn and Colwyn Bay into a purpose built building on the Ysgol Bod Alaw site.
- Planning bids for new 2021 Welsh Capital Funding

Schools providing education for 3 year olds (pre-school)

- 7 small rural Welsh medium schools in the county providing education for 3 year olds (pre-school) as there is no local provision - Ysgol Llanefydd, Ysgol Ysbyty Ifan, Ysgol Penmachno, Ysgol Dolwyddelan, Ysgol Capel Garmon, Ysgol Betws y Coed, Ysgol Pentrefoelas

Additional Support Programs

- Flying Start provides free sessional childcare for all 2 - 3 year olds living in the geographical areas of Flying Start within approved childcare settings.
- Majority of childcare providers registered to provide Welsh Government Childcare Offer for Wales for 3-4 year olds in Conwy.

Language <i>(*as stated on Dewis database by the providers)</i>	Number of providers
English and Welsh medium	31
English only	20
English with use of bilingual elements	59
Welsh only	18
Total	128

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

- Consult to plan to increase Welsh medium pre-school provision during the lifetime of this plan, facilitating linguistic progression across the Foundation Phase through capital programs.
- Through the Childcare Sufficiency Assessment identify and plan measures
 - to strengthen and expand Welsh-medium childcare provision to ensure a seamless pathway towards Welsh-medium education
 - to strengthen and improve bilingual childcare provision to ensure progression along the language continuum
- Work with the Family Information Service to inform parents of opportunities to access Welsh-medium / bilingual activities and routes through the DEWIS Cymru website, FIS and Mudiad Meithrin website.
- Work with the Family Information Service to inform parents of opportunities to access Welsh-medium early education / bilingual activities
- September 2022 onwards non-maintained settings to follow a bespoke Curriculum for the sector under the guidance and support of county Officers and the Early Years Education Advisory Teacher Team.
- New parents of school-aged children referred to the Admissions Officer who will distribute information identifying language provision for pupils within the authority's early years to 7-year-old establishments. It will also identify the benefits of bilingualism and living in a bilingual / multilingual society of the future.

Marketing & Communication

- Promote the benefits of the Welsh language and multilingualism to everyone whatever their linguistic background by working with local / national stakeholders and through the county's digital and social platforms.
- Collaborate with partners in the further education colleges to promote the benefits of the Welsh language in the workplace and the need for Welsh speaking childminders / workforce in the future.
- Promote Welsh language activities in all childcare settings across the county in line with national events / programs (Eisteddfod / Urdd / Welsh for Children)
- Continue to campaign and encourage more Welsh-speaking individuals to join the profession.

Training and Recruitment

- Engage with key stakeholders to recruit and retain Welsh speaking and bilingual staff
- Work with partner agencies to raise the profile and encourage childcare as a career option
- Ensure close partnership with Conwy secondary schools and further education colleges, Mudiad Meithrin, Y Ganolfan Dysgu Cymraeg schemes and apprenticeships to ensure that there is a sufficient Welsh medium workforce in the childcare sector.
- Invest in training opportunities to provide continuing professional development in the early years / childcare sector
- Design a supportive program of professional learning about effective language immersion methods in the early years.
- Promote national language training programs for the current (and future) childcare workforce.
- Review and plan pre-school provision in line with school reorganization timetable in line with guidelines and timetable Categorization of Schools by Welsh Provision to promote and support schools along the language continuum.

External Institutions and organisations which support

Collaborate with Mudiad Meithrin / Early Years Wales (which supports settings) / NDNA / Clybiau Plant Cymru Kids' Clubs / Pacey Cymru and relevant Management Committees:

- to improve parents' understanding of Welsh-medium education and the benefits of starting the education journey early
- improve understanding and logic in transition to 3 year old Welsh-medium Nursery provision in local schools
- continue to work with Mudiad Meithrin, Welsh for Children, Ti a Fi Groups, Family Information Service, Family Centres and Flying Start to support parents and children to begin the Welsh medium education journey through the immersion method

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

- With regular in-migration and out-migration being a factor and population projections suggesting a fall in the number of school-age children over the next few years, it is essential that we plan:
 - to protect our current Welsh language provision
 - to expand Welsh-medium capacity
 - to move our existing schools along the linguistic continuum.
- In partnership with Forum stakeholders developing ways to support and collaborate with childcare providers:
 - to maintain the numbers of children in Welsh-medium nursery classes
 - to maintain and build upon the number of cylchoedd meithrin across the county in order to feed the schools nursery classes.

Key Data

The percentage of Conwy's Welsh-medium 3 year old (pre-school) children is noted. In 2020/21 that percentage is around 40%. By the end of this plan it is trusted that we will increase the percentage to around 60%.

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

2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
40%	42%	46%	48%	50%
2027 - 2028	2027 - 2028	2027 - 2028	2027 - 2028	2027 - 2028
52%	54%	56%	58%	60%

Outcome 2

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

Where are we now?

Numbers / percentage of all 5-year-old pupils in Welsh medium education noted in Conwy schools.

Welsh medium schools	2017-18		2018-19		2019-20		Current 2020-21	
	Nursery	320	30.5	312	30.0	281	27.5	258
Reception	294	25.6	278	25.3	279	25.7	294	26.8
Year 1	274	22.0	279	23.4	296	25.5	283	25.6

Numbers / percentage of all pupils aged 5 in English-medium education but with significant use of Welsh noted in Conwy schools.

Category 4 Schools	2017-18		2018-19		2019-20		Current 2020-21	
	Nursery	335	31.9	332	31.8	357	34.8	303
Reception	364	33.9	348	32.0	358	32.6	347	32.4
Year 1	384	32.4	364	31.7	348	31.7	358	32.9

Numbers / percentage of all pupils aged 5 in English-medium education but with significant use of Welsh noted in Conwy schools.

Category 5 Schools	2017-18		2018-19		2019-20		Current 2020-21	
	Nursery	395	37.6	399	38.2	405	37.7	435
Reception	364	33.9	348	32.0	358	32.6	347	32.4
Year 1	516	43.5	491	42.7	472	43.0	449	41.3

Schools providing education for 4 year olds (nursery class)

- 21 Welsh medium schools in the county providing education for 4 year olds (Nursery class)

Schools

- Conwy Welsh Advisory Team working with schools to support and promote Welsh language development.
- Support 52 County Infant / Primary schools to move along the continuum.
- Undertake a series of bespoke training:
 - on the introduction of Welsh in the Foundation Phase
 - on language teaching methodology
 - to promote and input into the Sabbatical Scheme and subsequent support within schools to upskill staff
 - to continue to develop plans to support pupils' education to ensure they have the skills to move along the continuum

Pre-school to Nursery Education Immersion Scheme

- Linguistic transition takes place between the cyloedd meithrin and the school's nursery class through the Croesi'r Bont Immersion scheme

Number of cyloedd and pupils who have followed the Croesi'r Bont Scheme

2017-18		2018-19		2019-20		Current 2020-21	
7	113	7	110	6	96	11	151

Foundation Phase Immersion Scheme

- Guidance pack for practitioners in Welsh-medium primary schools:
 - to plan for restoring the language skills of their learners
 - a possible model of support that takes into account the linguistic situation of the schools
 - to further support learners, parents and carers where Welsh is not spoken at home

Canolfan Iaith Conwy

- An intensive immersion scheme for pupils aged 7-11 who are latecomers to the authority's Welsh-medium schools.
- The main aim of the plan is to ensure that pupils fully integrate into the life of the school and the community in which they are a part.
- A carefully structured course to ensure oral fluency as well as developing reading and writing skills for a term.
- 12 pupils with a full time teacher and assistant
- A permanent location in the county on the site of Ysgol Dyffryn yr Enfys that is tailored to intensive immersion needs.
- Continue to offer opportunities for primary pupils to attend Canolfan Iaith Conwy for a term.
- Continue to include pre and post care support as needed face to face or virtually.
- Continue to offer further Language Improvement sessions as required face to face or virtually.

Numbers of latecomer KS2 pupils (aged 7-11) who have attended Canolfan Iaith Conwy and are in Welsh-medium education in Conwy schools.

One term Intensive Course	2017-18		2018-19		2019-20 *		2020-21	
Autumn Term	20	2 classes	12		6		12	
Spring Term	12		11		6*		12*	
Summer Term	10	Language improvement		Aftercare Support in schools	*		12	

*Virtual course / support via Hwb / Google Classroom / Teams

Pre-Centre Support and Aftercare

- Sessions offered according to need and staff capacity.
- Virtually hosted sessions via Hwb / Google Classroom / Teams since March 2020.

Trochi Creuddyn Immersion Scheme

- Continue to support the Creuddyn Immersion Scheme by working with the school to further market and promote the scheme to parents of prospective students.

Number of pupils attending Cwrs Trochi Hwyr Creuddyn (Late Immersion Course)

2017-18	2018-19	2019-20	2020-21
30	35	32*	27*

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

It is clearly stated in Cymraeg 2050 that Welsh-medium immersion - where the medium of teaching and learning is delivered wholly or mainly through the medium of Welsh - is the most reliable model for creating Welsh speakers with the skills and confidence to use the language comfortably in their daily lives.

Categorisation of Schools according to their Provision of Welsh

- Consult and collaborate with head teachers, governing bodies and key stakeholders of all Conwy schools in accordance with the school reorganisation timetable.
- Promote and support schools along the language continuum.
- Consult on the creation of Welsh medium nursery and foundation phase provision in line with the agreed timetable and link with the expansion of Welsh-medium pre-school provision in Outcome 1.
- Hold a consultation process in schools that are ready to move along the linguistic continuum.
- Consider any WG budgets / grants to ensure support for the vision
- Consider the target to increase the number of Year 1 children taught through the medium of Welsh.
- Continue to ensure that pupils continue to follow the Welsh-medium pathway when transferring from primary to secondary
- Conwy will work closely with Denbighshire County Council and Gwynedd County, to ensure that pupils continue to follow a Welsh-medium route when attending cross-border schools such as Ysgol Glan Clwyd, Ysgol Bryn Hyfryd, Ysgol Tryfan and Ysgol Godre'r Berwyn.

County Plans

- Continue to support the linguistic transition through the Croesi'r Bont Immersion Program with School Nursery classes.
- Continue to lead, promote and support early school Immersion through the Conwy Primary Immersion Scheme.
- Continue to monitor the capacity of the Canolfan Iaith Conwy provision.
- Consider expanding the intensive language immersion provision in the county's hinterland depending on issues such as finance, staffing and location e.g. satellite centre
- Immersion of Latecomers to Welsh medium secondary education - expanding the capacity of the Conwy Welsh Advisory Team by appointing a permanent teacher:
 - to build on existing provision to support intensive language immersion schemes for primary / secondary latecomers
 - to support latecomers to Secondary education

- Secondary Immersion for Latecomers - Appoint a permanent teacher to support primary / secondary latecomers through the provision of intensive language immersion led by Conwy's Welsh Advisory Team.
- Through the continuation of significant financial investment and the firm support of Conwy County Council, immersion provision will continue.
- Collaborate with Canolfannau Iaith Gwynedd, Anglesey and Denbighshire.

Marketing & Communication

- Continue to market Canolfan Iaith Conwy and the county's immersion provision.
- Continue to campaign immersion provision, for everyone whatever their linguistic background, through the county's digital and social platforms.

Training and Recruitment

- Invest in training opportunities to provide continuing professional development across all sectors.
- Design a supportive program of professional learning to upskill the workforce for effective language immersion methods across all sectors.
- Design a supportive program of professional learning to upskill the workforce
 - effective language immersion methods across all sectors
 - support the language development of the workforce based on annual SWAC results

External Institutions and Organisations that support

- Continue to work with key stakeholders such as WG / Bangor University / Coleg Cymraeg Cenedlaethol / Y Ganolfan Dysgu Cymraeg / GwE / ESTYN:
 - to improve parents' understanding of Welsh medium education and the benefits to pupils and the journey of education across all sectors
 - to improve understanding and logic of Welsh medium provision

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

- With regular in-migration and out-migration being a factor and population projections suggesting a fall in the number of school-age children over the next few years, it is essential that we plan:
 - to protect our current Welsh language provision
 - to expand Welsh-medium capacity
 - to move our existing schools along the linguistic continuum
- In partnership with Forum stakeholders developing ways to support and collaborate with childcare providers:
 - to increase the numbers of children in Welsh medium classes across all sectors

Key Data

The percentage of 5-year-olds in Welsh-medium education is noted in Conwy's Welsh-medium schools.

In 2020/21 that percentage is around 24%. By the end of this plan it is hoped that we will increase the percentage to around 40%.

Numbers and % of 5-year olds receiving their education through the medium of Welsh

2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
24%	26%	28%	30%	32%
2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031	2031 - 2032
32%	34%	36%	38%	40%

Outcome 3

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

Where are we now?

25.6% of Year 1 pupils in Conwy are following the Welsh-medium education in 2020/21.

KS1 data

Number / % assessed through the medium of Welsh since 2017/18 as a total and percentage of all Foundation Phase pupils:

2017-18		2018-19		2019-20 *		2020-21 **	
287	24.2%	294	25.3%	296	25.8%	275	24.9%

Number /% Welsh Language Development in English medium schools since 2017/18 as a total and percentage of all KS1 pupils:

2017-18		2018-19		2019-20 *		2020-21 **	
899	75.8%	867	74.7%	850	74.2%	828	75.1%

KS2 data

Number / % assessed through the medium of Welsh since 2017/18 as a total and percentage of all KS2 pupils:

2017-18		2018-19		2019-20 *		2020-21	
263	23.8%	291	25.5%	243	21.8%	277	23.1%

* unofficial because of Covid *

Number /% assessed in Welsh as a second language since 2017/18 as a total and percentage of all KS2 pupils:

2017-18		2018-19		2019-20 *		2020-21	
841	76.2%	848	74.5%	871	78.2%	920	76.9%

KS3 data

The number and total number of pupils being assessed in Welsh as a 1st Language subject in year 9 are as follows since 2017/18:

2017-18		2018-19		2019-20 *		2020-21	
203	18.8%	210	19.1%	194	17.5%	194	18.0%

* unofficial because of Covid-19 *

Year 9: Second Language Assessment

2017-18		2018-19		2019-20 *		2020-21	
875	81.2%	888	80.9%	916	82.5%	885	82%

* unofficial because of Covid-19 *

Categorisation of schools according to Welsh medium provision (Welsh Government)

- Authority mapping current education provision using PLASC data / county questionnaire results as a baseline.
- Initial discussions with Head teachers / Chairs of Governors / Education Portfolio Holder / Councillors / Senior county officers / Capital Program Board

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

County plans

- Continue to lead, support, train under the guidance of the Welsh Advisory Team.
- Categorisation of schools according to Welsh Government Welsh medium provision
- By July 2022 authorities agree with stakeholders on the Welsh language provision of each school in terms of the vision in the WESP.
- Authority co-operating with the schools to implement and achieve the expected educational / linguistic targets over the plan period and beyond.
- Maintain and build on the number of pupils transferring from existing Welsh-medium primary schools to Welsh-medium secondary education
- Support schools across all sectors to increase the numbers of children in Welsh medium education
- Ensure that any developments resulting from the School Categorisation are included within the *Capital Program to secure 21st Century Education and Schools*
- Continue and build on early immersion procedures for 3-8 year olds in Welsh-medium schools.
- Establish sound early immersion procedures for 3-8 year olds in transition schools.
- Build on the sound procedure previously laid down so that pupils aged 7-12 can continue to develop their linguistic skills when transferring to secondary education.
- Consult with relevant stakeholders to plan the linguistic development and progression of transition schools from 11-16 years old.
- Forward planning for increasing the number of pupils studying for qualifications and are assessed through the medium of Welsh across secondary schools.
- Support through language awareness training for secondary school staff and pupils
- Continue to maintain and extend the Language / Welsh Language Charter across all sectors. (See Outcome 5).

Marketing and Communications

- Equip the workforce with responses on how to persuade parents of Welsh-medium education interests.
- Promote the benefits of the Welsh language and multilingualism to everyone irrespective of their linguistic background in schools' digital and social platforms.

- Collaborate with partners in the further education colleges to promote the benefits of Welsh in the workplace and the need for Welsh speaking teachers and assistants in the future.
- Promote Welsh language activities throughout the county in line with national events / programs (Eisteddfod / Urdd / Welsh for Children)
- Continue to campaign and encourage more Welsh-speaking individuals to join the profession.

Training and Recruitment

- Train teaching staff with current pedagogy such as Oral Immersion, Curriculum for Wales, Welsh Literacy and Welsh
- offer guidance to schools on how to move pupils along the linguistic continuum
- sharing resources and good practice through Hwb networks and county and national conferences
- Analyse the results of the School Workforce Annual Census (SWAC) to identify the training needs of the workforce
- Expand the capacity of the Welsh Language Advisory Team to meet the targets within the WESP.

External Institutions and Organisations that support

- Key stakeholders, such as WG / Bangor University / Coleg Llandrillo Menai / Coleg Cymraeg Cenedlaethol / Y Ganolfan Dysgu Cymraeg / GwE / ESTYN / CYDAG / RhAG, to work together to support the authority's vision and aspiration.

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

Categorisation of schools according to Welsh medium provision (Welsh Government)

- Transitional schools have changed the linguistic category of the school within the plan timetable
- Continue to consult with school stakeholders in all sectors as they move along the linguistic continuum by 2032.

Key Data

In September 2020 246 (21.8%) Year 6 pupils transferred across primary schools in Conwy to secondary Welsh medium education. 881 (78.2%) of the same cohort transferred into English medium secondary education.

Number and percentage of Year 1 - 6 pupils attending Welsh medium and English medium education in January 2021 (PLASC 2021)

	Year 1		Year 2		Year 3		Year 4		Year 5		Year 6	
Welsh medium	283	25.6	296	25.5	279	23.4	274	22.	281	23.0	243	21.6
English medium	824	74.4	864	74.5	915	76.6	938	77.4	943	77.0	882	78.4

Numbers and % of learners continuing to improve their Welsh language skills when transferring from one stage of their statutory education to another

2022 - 2023		2023 - 2024		2024 - 2025		2025 - 2026		2026 - 2027	
	21%		21.5%		22%		23%		24%
2027 - 2028		2028 - 2029		2029 - 2030		2030 - 2031		2031 - 2032	
	25%		26%		27.5%		29.5%		31%

Outcome 4

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

Where are we now?

Categorisation of schools according to Welsh medium provision Welsh Government

- Authority mapping current education provision using PLASC data / county questionnaire results as a baseline.
- Initial discussions with Head teachers / Chairs of Governors / Education Portfolio Holder / Councillors / Senior county officers / Capital Program Board

Pupils who transferred from Welsh Medium education in Primary schools to Welsh medium education in secondary school:

2018	2019	2020
84.1	82.5	86.3

Number and percentage of pupils studying a first language specification

	2017-18		2018-19		2019-20*		2020-21	
CA3	203	18.8%	210	19.1%	194	17.5%	194	18.0%
CA4	205	20.7%	194	19.5%	189	18.7%	208	19.6%
CA5	105	20.0%	120	22.4%	107	22.4%	128	23.1%

* KS3 - Due to Covid limitations the data for KS3 is INCOMPLETE

Number and percentage of pupils studying a second language specification

	2017-18		2018-19		2019-20*		2020-21	
CA3	875	81.2%	888	80.9%	916	82.5%	885	82%
CA4	787	79.3%	802	80.5%	823	81.3%	854	80.4%
CA5	420	80%	415	77.6%	371	77.6%	427	76.9%

* KS3 - Due to Covid-19 limitations the data for KS3 is INCOMPLETE

Our current situation and targets relating to the % of pupils who register to study Welsh GCSE (1st language) and registered for a further 2 qualifications through the medium of Welsh

2017/2018	2018/2019	2019/2020	2020-21
<p><u>Dyffryn Conwy</u> No pupils registered to follow GCSE to date. 90/100 follow Welsh 1st language. 83 Welsh 1st language + 2 GCSE+ in Welsh. (7 have bridged mother language in KS CA3-4 but haven't changed medium.</p>	<p><u>Dyffryn Conwy</u> No pupils registered to follow GCSE to date. 76/86 follow Welsh 1st language. We foresee that they will all register for at least 2 further Welsh medium qualifications</p>	<p><u>Dyffryn Conwy</u> No pupils registered to follow GCSE to date. 91/104 follow Welsh 1st language. We foresee that they will all register for at least 2 further Welsh medium qualifications</p>	<p><u>Dyffryn Conwy</u> No pupils registered to follow GCSE to date. 99/104 follow Welsh 1st language. We foresee that they will all register for at least 2 further Welsh medium qualifications</p>
<p><u>Ysgol y Creuddyn:</u> 105 in the year, all following first language.</p>	<p><u>Ysgol y Creuddyn:</u> 81 in the year, all following first language.</p>	<p><u>Ysgol y Creuddyn:</u> 83 in the year, all following first language.</p>	<p><u>Ysgol y Creuddyn:</u> 90 in the year, all following first language.</p>

Our current situation and targets relating to the % of pupils who register to study Welsh GCSE (1st language) and registered for at least 5 further qualifications at level 1 or 2 through the medium of Welsh

2017/2018	2018/2019	2019/2020	2020-21
<p><u>Ysgol Dyffryn Conwy:</u> No pupils registered to follow GCSE to date. 90/100 follow Welsh 1st language, 83 Welsh 1st language + 2 GCSE+ in Welsh. (7 have bridged mother language in KS CA3-4 but haven't changed medium.</p>	<p><u>Ysgol Dyffryn Conwy:</u> No pupils registered to follow GCSE to date. 76/86 follow Welsh 1st language. We aim for all of them to have an opportunity to register for at least 5 qualifications through the medium of Welsh</p>	<p><u>Ysgol Dyffryn Conwy:</u> No pupils registered to follow GCSE to date. 91/104 follow Welsh 1st language. We aim for all of them to have an opportunity to register for at least 5 qualifications through the medium of Welsh</p>	<p><u>Ysgol Dyffryn Conwy:</u> No pupils registered to follow GCSE to date. 99/120 (82.5%) follow Welsh 1st language. We aim for all of them to have an opportunity to register for at least 5 qualifications through the medium of Welsh</p>
<p><u>Ysgol y Creuddyn:</u> 105 in the year, all following first language.</p>	<p><u>Ysgol y Creuddyn:</u> 81 in the year, all following first language.</p>	<p><u>Ysgol y Creuddyn:</u> 83 in the year, all following first language.</p>	<p><u>Ysgol y Creuddyn:</u> 90 in the year, all following first language.</p>

LINC Conwy

- Collaboration between Coleg Llandrillo / Creuddyn through vocational courses - agriculture, small animal care / hairdressing and beauty and construction are provided bilingually at KS4.
- LINC Conwy (A level Psychology) course currently being delivered through the College in Wales. Coleg Llandrillo is revisiting this. Local agreement between Ysgol Dyffryn Conwy and Ysgol Y Creuddyn to deliver some courses (French from Ysgol Y Creuddyn- bilingual).
- Ysgol Y Creuddyn working with Coleg Llandrillo on LINC Conwy courses through the 14-19 Partnership. One course currently offered through the medium of Welsh, but some are bilingual. Coleg Llandrillo planning how the provision can be expanded further.

Coleg Llandrillo Menai

- Students have the right to a personal tutor in Welsh and to present their work through the medium of Welsh in all subjects if they so wish.
- Students who have achieved a 'C' in their GCSEs are encouraged to follow at least part of their course in Welsh.
- 'Seren Iaith' is already in place at the college, and students' awareness of the importance of Welsh in everyday life and working life will be developed. Needs arising from the original data are targeted and the process revisited at the end of the year to see progress / target setting.
- Welsh language awareness week is held annually.
- Canolfan Sgiliaith is located within Grŵp Llandrillo Menai and offers training and mentoring on bilingual teaching and assessment. Extensive use is made of this support.
- Bilingual Development Officer working across the Group to support staff and learners
- Welsh Language (HE) Bursary - £ 300 for each student studying specific courses of which substantial parts are taught through the medium of Welsh

Grŵp Llandrillo Menai was the first college of further education in Wales to appoint Coleg Cymraeg Cenedlaethol Branch Officers. Officers are responsible to:

- support and encourage learners to undertake work through the medium of Welsh
- promote the benefits of studying through the medium of Welsh to learners and promote the Group's Welsh medium provision
- organise and promote opportunities for learners to use Welsh within lessons and socially
- co-ordinate the work of the four Language Panel sub-committees (Coleg Meirion Dwyfor, Coleg Menai, Coleg Llandrillo and Business @). The sub-committees include support staff and teaching staff of all linguistic abilities. The meetings discuss Welsh and Welsh issues at the college, before the Branch Officers discuss the implementation issues in the Language Panel.
- Ambassadors
- Incentive Scholarship

The Group has a Language Panel chaired by the Principal of Coleg Menai and Meirion Dwyfor. The Panel monitors the Welsh and bilingual curriculum available across the Group and ensures accountability on behalf of Program Area Managers in providing language choice for the Group's learners.

Grŵp Llandrillo Menai has an in-house translation and proofreading team. Curricular work (eg handbook, PowerPoint presentation, information leaflet etc.) can be sent for translation or proof reading from Welsh to English or from English to Welsh.

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

County Plans

Welsh as a subject

- Review Conwy's Education Language Policy:
 - identify a strong progression in the study of Welsh as a subject to ensure that pupils who have attended Welsh-medium primary schools or who have spent a whole key stage studying a first language follow the same route through the secondary key stages
 - ensure that all schools in the County operate it
 - hold training sessions for County Councillors and Governors / schools on the content of the policy as well as the content of this strategy
 - ensure consistent communication and support is offered to all school stakeholders as the work of moving schools along the continuum progresses

Categorisation of schools according to Welsh Government Welsh medium provision

- By July 2022 authorities agree with stakeholders on the Welsh language provision of each school in terms of the vision in the WESP.
- Authority co-operating with the schools to implement and achieve the expected educational / linguistic targets over the plan period and beyond.
- Maintain and build on the number of pupils transferring from existing primary schools to Welsh medium secondary education
- Support the secondary schools to move on the linguistic continuum in accordance with the School Categorization timetable and the WESP.
- Ensure that any developments resulting from the School Categorization are included within a *Capital Program to secure 21st Century Education and Schools*

Marketing and Communications

- Holding Careers Fairs - sharing the importance of bilingualism - this can be done through a series of short films of real people's experiences
- WG videos shared - <https://www.youtube.com/cymraeg> for options evenings and to promote to parents
- Create our own case study videos tracing the language journey of pupils and staff

Training and Recruitment

- Encourage those teachers who lack confidence in their use of the language to attend training.
- Ensure that schools understand the new requirements of GCSE qualifications as a result of Curriculum for Wales.

External Institutions and organisations which support

- Establish close relationships and planning with Careers Wales to spread positive messages.
- Ensure that apprenticeships and county jobs identify the importance / need of the Welsh language.
- Key stakeholders, such as WG / Bangor University / Coleg Llandrillo Menai / Coleg Cymraeg Cenedlaethol / Y Ganolfan Dysgu Cymraeg / GwE / ESTYN / CYDAG / RhAG, to work together to support the authority's vision and aspiration.

Ysgol Dyffryn Conwy

- Increase the percentage of Year 11 learners studying 5 GCSE subjects through the medium of Welsh by 2023/24. This is certainly the case as it promises to be 92%.
- Increase the percentage of Year 11 learners studying 5 GCSE subjects through the medium of Welsh by 20% by 2025-2026 - 100%. (Currently Year 6)
- Look at options for holding immersion sessions for second language learners who choose to come here in year 7 to ensure that all classes are Welsh Stream classes from September 2021
- Revisit the school's Language Policy in terms of categorising schools.
- Monitor the language medium of KS4 and KS5 learner studies in order to identify patterns and trends and respond as necessary.

Ysgol Y Creuddyn

- Continue to increase the number of learners who choose to transfer to Ysgol y Creuddyn over the next three years in order to increase the number of learners studying at least 5 GCSE subjects through the medium of Welsh (100% of the school's learners does this annually). This would also increase the number of learners who would choose to continue their studies in the Sixth Form in subsequent years.
- Continue to develop the successful Late Immersion Scheme provision, in conjunction with the Local Authority in order to increase the number of learners who can transfer to Welsh Medium Education at the age of 11.
- Continue to develop an E-sgol Partnership to expand the number of Welsh courses available to Post-16 Learners in the School.
- Hold discussions with the LA to ensure that the School Building is ready to accept the expected increase in learner numbers over the next few years.

A Level Welsh and Welsh Second Language

- Support schools to offer a Welsh A level subject, even if the number is low, by running smaller classes / school to school collaboration / virtual networking.

LINC Conwy

- Planning to expand existing provision and create a 5 year plan eg provision of Music between the two schools. (BCT)
- Organize a full review of Linc Conwy, to further develop the Welsh language. There will be further exploration of the 'weak' topics in order to work together to safeguard the subjects through the medium of Welsh.
- Further develop bilingual / Welsh language subject provision.
- Look at dividing Welsh-speaking staff, cross-county and up-skilling existing staff.
- Revisit recruitment practices taking into account bilingual needs.
- Develop more collaboration across Conwy.

Grŵp Llandrillo Menai

- More emphasis on ensuring the appointment of bilingual staff.
- Increase the number of learners with GCSE first language studying their course at level B1 (bilingual) in Welsh Government priority areas (Health and Social Care, Childcare, Public Services, Agriculture, Construction, Business, Sport and Leisure, Industries) Creative) across Coleg Llandrillo
- Increase the number of learners with GCSE first language and GCSE second language receiving planned elements of Welsh medium (Y3) activity in their teaching to demonstrate the confidence and proficiency in the language appropriate to their level, maintaining and developing their skills for the workplace across all Coleg Llandrillo provision.

- Develop closer relationships with Welsh medium employers across Conwy with childcare and health and social care program area.

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

- Continue and build on the percentage of qualifications studied through the medium of Welsh.
- Continue and build on an increase in pupils 'and parents' confidence to choose Welsh medium education.
- An increase in the percentage of pupils aged 5 to 15 who can speak Welsh in the results of the 2031 census.

Key Data

Number and percentage of Year 7 - 13 pupils attending Welsh-medium and English-medium education in January 2021 (PLASC 2021)

	Bl.7		Bl.8		Bl.9		Bl.10		Bl.11		Bl.12		Bl.13	
Welsh medium	246	21.8	200	17.9	195	17.1	209	18.7	190	18.3	128	20.5	107	21.8
English medium	881	78.2	917	82.1	944	82.9	906	81.3	848	81.7	496	79.5	383	78.2

- Continue and build on the percentage of qualifications studied through the medium of Welsh.

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

2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	2026 - 2027
17%	18%	19%	20%	21%
2027 - 2028	2028 - 2029	2029 - 2030	2030 - 2031	2031 - 2032
23%	25%	27%	29%	32%

Outcome 5

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

Where are we now?

Welsh Language Promotion Strategy

This Outcome links directly to a 5 year plan required under Welsh Language Standards: **Strategic Area 2 - Children and Young People**

Increase the use of Welsh among children and young people, improve their awareness of the value of the Welsh language through Welsh-medium education, social events and services through the medium of Welsh.

Strategic Area 3 - Communities

Increase the use of Welsh in Conwy's communities.

Welsh Language Promotion and Development Officer

A Welsh Language Promotion and Development Officer appointed to Conwy Council's Welsh Language and Translation Service team back in January 2021. The officer works to promote and develop Welsh language services internally within the Council as well as externally in the community. The officer is also working with the Language Services Manager to develop, monitor and implement the Council's current Welsh Language Promotion Strategy, which aims to ensure that Welsh culture is viable in the county and that the Welsh language is thriving.

Siarter Iaith / Cymraeg Campus

A Siarter Iaith Co-ordinator, seconded from Conwy's Welsh Advisory Team, leads the Welsh-medium primary schools in Conwy and Denbighshire to implement the Welsh Government's Siarter Iaith Framework.

The co-ordinator will work with a range of stakeholders with the specific aim of encouraging the informal use of Welsh among the pupils of these schools.

Cymraeg Campus is active in the rest of Conwy's primary / special schools under the guidance of the Welsh Advisory Team.

Number of schools achieved each award

Award	Siarter Iaith		Cymraeg Campus	
Gold	12	52.2%	---	---
Silver	10 + *	43.5%	---	---
Bronze	1	4.3%	20	69%

*2 category 4 schools Llanfairfechan have received the silver award

All schools are maintaining or working towards the next award.

A number of bespoke activities held to promote the Welsh language in the informal times.

Gwefeillio

Siarter Iaith Co-ordinator and Welsh Advisory Team have collaborated on an innovative digital scheme to make informal use of Welsh online. Plan shared nationally.

Seren a Sbarc Talking Cards

Guidance cards for early immersion and language use resources.

Resources and ideas for Siarter Iaith / Cymraeg Campus targets are available on Hwb networks. Good practice shared through digital platforms. Contribute to and access national resources to support schools in realising their plans.

Menter Iaith

Menter Iaith Conwy is one of the 22 Mentrau Iaith working across Wales to promote and develop the Welsh language on the ground. The Mentrau's work varies from county to county as we focus on different ways of providing opportunities for the public to use their Welsh, or to promote the language locally.

For families

- running parent and toddler clubs,
- family fun days
- opportunities for young children and their parents to hear and use Welsh in a constructive and friendly way.

For children

- keen for children to use the language outside the classroom, whether in sports clubs, on apps or at events, giving them the confidence to socialise in Welsh.

For Young People

- work with the Urdd in several areas to ensure that youth clubs and socialising opportunities are available for young people across Wales to use and hear Welsh beyond the classroom.
- For new speakers
- hold activities that give new speakers the opportunity to use the Welsh language and become part of our Welsh-speaking communities.

The community

- work closely with our communities to create opportunities to use the Welsh language by creating jobs, supporting new ventures, holding events and more.

Menter Iaith Conwy is / has maintained

- 275 face-to-face events outside school with 5726 attendees
- 200 virtual events with 4000 attendees

Urdd

Urdd Gobaith Cymru is a national voluntary children and young people's organisation that provides various opportunities to use the Welsh language and gain experiences outside the classroom and in their communities.

All these opportunities are available in every Local Authority in Wales and in a variety of local, county, regional and National activities

Community

- Officers provide year-round community arts opportunities
- Departments, households and community clubs for children and young people to enjoy and use the Welsh language
- All-age digital provision

Sports

- Community clubs
- Sports, county, regional and national competitions
- Regional and National Sports Festivals
- Digital activities
- Provision of physical literacy education for schools

Urdd Camps

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

Eisteddfod and the Arts

- District and County Eisteddfod which offers opportunities for schools and pupils to experience the arts, develop self confidence and learn more about Welsh culture and literature.
- Urdd National Eisteddfod and being part of a national festival
- Digital arts, music, theatre, art and backstage provision
- Welsh medium apprenticeships
- Educational progression and employment for young people who wish to gain qualifications and experience in Welsh

International

- Message of Peace and Goodwill - extending a hand of friendship and discussing important points to young people at a global level
- Specific projects with partners in Ireland, America and Japan
- International volunteering and exchange opportunities.

Resources

- Urdd digital magazines
- A collection of educational resources to support the New Curriculum

Conwy Youth Service

- Co-operate with the Urdd to provide a youth service within the county's schools and schemes.

Conwy Language Forum

Regular meetings held with a cross section of key stakeholders to share information on community events within Conwy County.

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

County Plans

- Appoint a permanent Siarter Iaith Co-ordinator to ensure consistency and continuity in motivating children and young people to establish positive habits in using the language.
- Outcome 5 Working Group will include key representatives from the Menter Iaith Conwy Forum, to lead and monitor this Outcome within the WESP.
- Continue to collaborate and share good practice with other LAs in the region and nationally.
- Collaborate with Welsh-medium providers to expand provision where pupils can access Welsh-medium extra-curricular activities e.g. Urdd Gobaith Cymru, YFC,
- Continue to provide activities for specific days to promote the Welsh language such as Diwrnod Shwmae / Su mae, Dyss Miwsig Cymru, Gŵyl Dewi etc.

Marketing and Communications

- Promote the benefits of the Welsh language and multilingualism to everyone whatever their linguistic background by working with local / national stakeholders and through the county's digital and social platforms.

Training and Recruitment

- expand the capacity of the Conwy Welsh Advisory Team by appointing a permanent teacher to lead on strengthening Welsh language use strategies in the Secondary sector

External Institutions and Organisations that support

Urdd

- All the experiences of children and young people through the Urdd will be integrated into a Curriculum for Wales for the 4 purposes.
- The main provider of extra-curricular and community opportunities that increase the use of Welsh among children and young people.
- Emphasise the importance of the Urdd's residential experiences, which offer 24-hour Welsh experiences and create long-term positive, positive memories of the Welsh language amongst pupils
- Increase schools involvement in the Urdd Eisteddfod to build self-confidence, experience of the arts and understanding of the literature, music and arts of Wales.
- Include expenditure and joint plans of youth work provision (11-25 years) in Welsh.
- Involve the Urdd in post-16 provision planning discussions to offer apprenticeship opportunities and employability skills within the local authority area.

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

The following principles will be critical to developing opportunities and ensuring the success of the actions identified over the WESP period:

- offering, maintaining and promoting a variety of social extracurricular activities
- ensure that we help our children and young people to be ambitious and capable learners, enterprising and creative as principled and informed and healthy and confident citizens who are in line with Curriculum for Wales developments and elements of the four purposes
- generate increased confidence and pride among pupils in their ability to communicate in Welsh and English and in general multilingualism
- ensure that the Welsh language is relevant, vibrant, contemporary and inclusive

All Welsh-medium secondary schools in Conwy will increasingly respond to the aims of the Siarter Iaith.

Ensure that all Conwy secondary schools expand the opportunities to use Welsh informally / socially.

Key Data

Use of data derived from Siarter Iaith / Cymraeg Campus questionnaires or from a local system. Questionnaires completed by the pupils through Hwb. Current / historical data is currently unavailable due to digital problems. This is a national issue.

See Appendix 2 for a number of activities / training offered to the primary schools to support Siarter Iaith / Cymraeg Campus targets over the period of the current plan 2017-2021.

Outcome 6

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

Where are we now?

Additional Learning Provision in Conwy

The following Local Authority funded additional learning provision (ALP) is currently available to learners in Conwy who meet the relevant access criteria. This specialist ALP has been gradually developed in response to audited need.

- Ysgol y Gogarth – Special School which is able to provide teaching for learners with profound learning disability through the medium of both **Welsh and English**.
- Foundation Phase ASD Resource (Ysgol Nant y Groes) – English Medium provision
- Foundation Phase Moderate Learning Resource (Ysgol Sŵn y Don) – English Medium provision
- Foundation Phase Speech and Language Resource (Ysgol Awel y Mynydd) – **Bilingual provision**

- Key Stage 2 ASD Resource (Ysgol Ffordd Dyffryn) – English Medium provision
- Key Stage 2 Speech and Language Resource (Ysgol Nant y Groes) – English Medium provision
- Key Stage 2 Speech and Language and Learning Resource (Ysgol Awel y Mynydd) – **Bilingual provision**
- Key Stage 2 Moderate Learning Resource (Ysgol Bro Gwydir) – Welsh Medium provision
- Key Stage 2 Moderate Learning Resources (Ysgol Maes Owen, Ysgol Tudno, Ysgol Sŵn y Don, Ysgol Porth y Felin, Ysgol Pencae)

- Secondary ASD Resource (Ysgol Aberconwy) – English Medium/**bilingual** provision with opportunities for inclusion with Welsh medium lessons
- Secondary Moderate Learning Resource (Ysgol Dyffryn Conwy) – **50% Welsh Medium** and 50% English Medium provision
- Secondary Moderate/Severe Learning Resources (Ysgol Bryn Elian, Ysgol Eirias, Ysgol John Bright and Ysgol Emrys ap Iwan) – English Medium Provision

Additional Learning Need Support/Central Services

Our aim has been to ensure that we have sufficient capacity and Welsh speaking staff to meet the need (as identified through our referral processes), to provide assessment, advisory support and consultation through the first language of the home/of the child or young person.

- Educational Psychology Service – **2/7 Welsh speakers**
- ALN Inclusion Teachers – **3/6 Welsh speakers**
- Sensory Support Service – **1/2 Welsh speakers**
- Specialist Speech and Language Disorder Outreach Team – **3/4 Welsh speakers**
- Autism Outreach Service – **1/3 Welsh speaker posts (2 currently vacant posts)**
- Learning Support Service – **tbc**

- School Based Counselling Service – tbc

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

County Plans

- Ensure that there is adequate and high quality Welsh medium specialist additional learning provision to meet the identified need in Conwy.
- Ensure that there are adequate Welsh medium advisory support and outreach services to meet the identified need in Conwy.
- Succession planning for Educational Psychology includes active recruitment of Welsh speaking Assistant Psychologists and supporting them to continue on to professional training courses.
- In addition to ensuring that Conwy's additional learning provision and central additional learning needs teams are able to provide high quality services to Welsh speaking children, young people and their families, we will also actively encourage the remainder of the ALN workforce to improve on their Welsh speaking skills.
- To fully utilise the new statutory duty to keep ALP under review to ensure that need for Welsh medium ALP is accurately identified and developed.
- To use the 'Conwy and Flintshire Additional Learning Needs Toolkit' to clearly describe good practice at Universal, Universal Targeted and Specialist support levels to ensure consistency of high quality differentiation and targeted additional learning provision across both Welsh and English medium settings.
- The Welsh Advisory Team will continue to support Ysgol y Gogarth and ALN Units in developing bilingualism across teaching and support staff.
- Develop our systems to implement the requirements and implications of the Act and the ALN Code within our schools as well as our central provision.
- To continue to collaborate and share good practice with other LAs.

Marketing and Communications

- Continue to actively encourage and recruit more Welsh-speaking individuals to join the various professions included within ALN services.
- All ALN communication and correspondence is provided bilingually.
- We will ensure that Welsh language services are available to all families at point of contact.
- All ALN Transformation materials (information leaflets, template letters, and website information) will all be produced in both Welsh and English (in addition to other languages on request).

Training and Recruitment

- To develop the Welsh language skills of all specialist ALN staff across the County.
- Develop an appropriate CPD program for staff who work directly with ALN pupils in schools.
- Ensure access to the Sabbatical Course for staff.
- Continue to advertise for staff who can communicate and support through the medium of Welsh. Where this is not possible due to the expertise of the professional skills, staff commit to learning Welsh within a specified period following their appointment.

External Institutions and organisations which support

- Key stakeholders, such as WG / Bangor University / Coleg Llandrillo Menai / Coleg Cymraeg Cenedlaethol / Y Ganolfan Dysgu Cymraeg / GwE / ESTYN / Betsi Cadwaladr Health Board to work together to support the authority's vision and aspiration.

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

- The central ALN team will have the capacity and ability to provide specialist services through the medium of Welsh to all Welsh speakers and those families requesting services through the medium of Welsh.
- We are continuing to respond to regular audit and review of additional learning provision in Conwy and developing excellent Welsh Medium provision based on projected and not historic need.
- We will continue to be working with partners across Education, Social Care and Health to effectively and proactively respond to need, ensuring that all children in Conwy have full access to the provision and support they require, through the language medium of choice.

Outcome 7

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

Where are we now?

Latest data on the education workforce in Conwy (SWAC January 2021)

Number of teachers by linguistic ability in Welsh

Schools	No Welsh language skills	Entry Level	Foundation Level	Intermediate Level	Advanced Level	Proficient level	Not obtained
Category 1	0	6	7	14	41	212	4
Category 4	20	33	27	26	44	129	13
Category 5	55	135	102	59	51	49	20
Secondary	161	175	106	50	34	179	2
Special	33	35	21	17	16	16	27

Number of teachers according to their ability to teach through the medium of Welsh

Teaching/working in Welsh in current post	Able to teach/work in Welsh but not doing so in current post	Unable to teach / work in Welsh	Teaching Welsh as a subject only	Unknown	Total
350	120	375	110	--	960

Grŵp Llandrillo Menai

- Canolfan Sgiliaith is located within Grŵp Llandrillo Menai and offers training and mentoring on bilingual teaching and assessment. Extensive use is made of this support.
- The Group has been part of the Welsh for Work scheme since 2019, which gives staff the opportunity to develop their Welsh language skills. To date the Group has recruited beyond the annual target of 30 (36 during 20/21)
- The Group has collaborated with other FE colleges on a collaborative project to develop e-learning resources to train staff how to embed the Welsh language in virtual lessons.
- A number of Coleg Llandrillo staff are members of the Coleg Cymraeg Cenedlaethol subject panel

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

County plans

Human resources

- Revise arrangements for planning the education workforce to meet demand in the Welsh / bilingual sector.
- Review the county's 'Language Policy' for the use of all schools internally to include the Welsh language perspective when recruiting / appointing in accordance with professional standards

Marketing and Communications

- Encourage and support staff to attend the Sabbatical Scheme.
- Targeting, overseeing and mentoring year 10-13 pupils in order to attract them to view teaching in the bilingual sector as an attractive career.

Training and Recruitment

- Annual training for Head teachers, teachers and teaching assistants led by the Welsh Advisory Team on:
 - 'Area of Learning and Experience - Languages, Literacy and Communication' as well as Welsh across all other areas of learning and experience.
 - bilingual teaching methodology
 - immersion methods
- support for teachers / deputy head teachers / senior teachers who wish to become head teachers within the authority e.g. NPQH
- Collaborate with the National Leadership Academy Wales to attract potential Head teachers.
- Identify and support the education workforce who attend the Sabbatical Scheme and once they have completed the scheme.

External Institutions and Organisations that support

- Collaboration with Coleg Llandrillo Menai:
 - to encourage students to gain and improve their language skills and enable them to work bilingually in Conwy schools
- Collaborate with the Coleg Cymraeg Cenedlaethol and Teacher Training Institutions:
 - to promote the benefits of studying Welsh as a subject
 - to encourage pupils to consider pursuing a career in education
 - to attend education fairs

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

- Ensure that there is a continuous increase in Conwy's education workforce to be able to teach through the medium of Welsh and to teach Welsh as a subject.
- Continue to work with multi-agencies so that there is an increase in the supply of teachers to teach the current subjects that are difficult to recruit for eg Welsh, Science (s), Mathematics, Modern Languages, Design and Technology.
- Equip the whole workforce with responses on how to persuade parents of the benefits of Welsh-medium education.
- Raise awareness of the workforce of their role in building confidence in pupils to use Welsh in school and socially.
- Ensure that the whole Conwy school workforce understands the importance of their role in creating confident bilingual speakers.

How we will work with others to achieve our vision

- Providing strategic direction and assisting the authority in the development of the Welsh in Education Strategic Plan.
- Ensure that other relevant strategies and plans are consistent with the WESP.
- Quarterly monitoring of the Conwy WESP targets to ensure that they are being met through the county's Education business plans
- Consider data on attainment and receive reports on specific aspects of the plan.
- Provide WESP annual report to Welsh Government.
- Report on the action plan and include the annual report at the Education and Skills Overview and Scrutiny Committee on an annual basis.
- Offer support and challenge performance in implementing the WESP.
- Sharing good practice.

CONWY – WESP Strategic Lead Group

- Education Department officials
- Responsibility to update outcome through the authority's business plans. An integral part of the county's risk monitoring and identification procedures.
- Meet quarterly

Outcomes Working Groups

- Chaired by Education Department Officers
- A representative from each organization / enterprise only to attend
- The meetings can form part of the normal county schedule of meetings
- bi-termly meeting (agenda dependent)

WESP Steering Group

- Current stakeholders
WG / County Officers / Education Department Officers / Primary, Secondary and Special Heads / PRU / Councillors / Governors / Mudiad Meithrin / Menter Iaith / GwE
- Meet quarterly

Full WESP Forum

- **Existing stakeholders**
County Officers / Education Department Officers / Headteachers / Councillors and Governors / Mudiad Meithrin / Menter Iaith / Urdd / GwE / Careers Wales / Colleges and Bangor University / WG / Social enterprises (e.g. Young Farmers)
- Meet once a year to share good practice and successes of the year