



## KEY ACHIEVEMENTS / HIGHLIGHTS

The Authority has undertaken an ALN Consultation in relation to the implementation of further Resource Bases in mainstream education, once agreed it is planned to implement a 10-15 places Resources Base at Ysgol Gymraeg Bro Helyg for opening in September 2025

The contract has been let in relation to the new build seedling school Ysgol Gymraeg Tredegar, with childcare to open Academic year 2024-25. A

## Outcome 1

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

KEY ANNUAL DATA





anticipated the school will be completed and ready for occupation in the autumn term 2024/spring term 2025.

2. Insufficient childcare places, to support the growth of the seedling model.
3. Recruitment and retention of staff to support the seedling provision, this is an issue nationally

#### ASSURANCE / MITIGATION ACTION

1. The delay to the school build is being mitigated by providing temporary location for Nursery / Reception pupils in the Tredegar Valley until the seedling school is completed.
2. The creation of childcare places will be addressed by the opening of the

There are currently no pupils on roll from Ethnic minority backgrounds at Ysgol Gymraeg Bro Helyg, the County Borough has a low percentage of Black, Asian and minority ethnic backgrounds. Out of the school age population of Blaenau Gwent schools Cohort of 9053 pupils (including Nursery), there are only 323 of pupils with English as an additional language that is only 3.4% of the overall Cohort.

#### OUTCOME SUMMARY

Blaenau Gwent had one Project funded project via the Welsh-medium Capital

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ASSURANCE / MITIGATION ACTION

1. The delay to the school build is being mitigated by providing temporary location for Nursery / Reception pupils in the Tredegar Valley until the seedling school is completed.
2. The creation of childcare places will be addressed by the opening of the childcare provision May 2024 in Ebbw Vale and the Tredegar provision Autumn-term 2024/Spring 2025.
3. The Authority will ensure adequate training, support and sabbatical opportunities are provided to ensure the development of staff. In addition, this is a national issue and the Authority are working with Welsh Government to address this.

## IMPLEMENTATION AND MONITORING

Monitoring of the 1<sup>st</sup> Year of the WESP 10-year plan has been captured within the Blaenau Gwent monitoring form, the data is collected twice annually.

Out of the identified 17 Action points identified in the WESP there are a total of 2 s completed, 11 in progress with 4 not started.

As well as the Welsh in Education Forum which meets termly there are a few subgroups set up with key leads grouping together Outcomes as below.

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	Plasc Data numbers on roll Jan 2023							
Year Group	7	8	9	10	11	12	13	14
Ysgol Gwynllyw	134	135	120	135	126	38	34	1
Blaenau Gwent learners	34	27	17	29	27	6	7	0
%	25%	20%		21%	21%	21%	15%	

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## Outcome 5

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

#### KEY ANNUAL DATA

##### Update on progress:

Siarter Iaith Cymraeg Award

Welsh medium primary: 100% Silver Ysgol Gymraeg Bro Helyg

Number of primary schools that have received Cymraeg Campus Award

Gold: 0, Silver: 1 (all through School). Bronze: 15 (all through School):

There are a total of 23 schools within Blaenau Gwent, all (100%) English and Welsh medium primary schools/phases are part of the Siarter Iaith and Cymraeg Campus.

- 20 English medium schools (86.80%);
- 1 Welsh medium primary (4.4%); and,
- 2 Special Schools (8.8%)

There is 1 Secondary school, 1 Foundation School and 2 all through schools each operating Siarter Iaith.

Ebbw Fawr 3-16 Learning Community has achieved the silver award in 2023.

#### OUTCOME SUMMARY

The pace of progress has been slower than anticipated for the Siarter Iaith Award and Cymraeg Campus, as Schools, particularly English medium primaries, taught very little Welsh over the pandemic.

more opportunities for Welsh-medium activities to be undertaken. Please see below feedback

**When asked would young people attend activities if they were in welsh or Bilingual**

- Ø 41 young people answered YES.
- Ø 204 answered No and
- Ø 52 answered Maybe
- Ø Youth clubs, after school clubs and Clubs to practice where the responses to this question.

**When asked how much Welsh can you speak and understand.**

- Ø None 103
- Ø A little bit 127
- Ø Quite a lot 19
- Ø Fluent 4
- Ø I used to speak a lot 2
- Ø I learn at school 42

**Would you be willing to travel outside your area to attend welsh activities?**

- Ø Yes 26
- Ø No 29
- Ø Maybe 38

Only one school Ebbw Fawr 3-16 Learning Community has achieved their Silver award in 2023. All Schools are on the journey to obtain the award. An evaluation will be undertaken to assess the impact with schools next academic year 2023/24.

All clusters have received funding to appoint a strategic Welsh cluster lead. The leads are invited to a termly regional EAS network for strategic Welsh cluster leads to receive and disseminate the latest information on professional learning opportunities, advice and support to develop and monitor a bespoke cluster action plan and to share best practice. Cluster progress is variable. There is representation on the Blaenau Gwent WEF from the Youth Service and the Urdd and Menter Iaith.

**IMPLEMENTATION AND MONITORING**

Monitoring of the 1<sup>st</sup> Year of the WESP 10-year plan has been captured within the Blaenau Gwent monitoring form the data is collected twice annually.

Out of the identified Action points identified in the WESP there are a total of 26 Outcome level of 5 completed, 17 in progress with 4 not started.

As well as the Welsh in Education Forum which meets termly there are a few subgroups set up with key leads grouping together Outcomes as below.

Outcome 1&2	Outcome 3&4	Outcome 5	Outcome 6
Outcome 7 is a key feature in all the 4 groups			

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Blaenau Gwent also have a Communications sub-group which meets bi-monthly, a  
Greater Gwent

need to expand this, as part of the capital grant from Welsh Government should this be awarded.

There is an Early Years special schools meeting every term as pre school children transition to Bro Helyg. Open evenings are offered to new parents Ongoing with welsh resources / tests for spld learners etc. All interventions in school delivered through the medium of welsh.

Dr Laura Craven / Sara Thomas - Gough have made connections with some early years pupils prior to them arriving at Nursery. Early years funding provided for some.

Both English and Welsh are given as options at every pcp meeting / parent meeting with SS and all other staff members.

#### IMPLEMENTATION AND MONITORING

Monitoring of the 1<sup>st</sup> Year of the WESP 10-year plan has been captured within the Blaenau Gwent monitoring form the data is collected twice annually.

Out of the identified 19 Action points identified in the WESP there are a total of

## Outcome 7

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

### KEY ANNUAL DATA

The School Workforce census results for Nov 2022 published July 2023, shows overall Blaenau Gwent are in the lowest percentage figures across Wales.

- The proportion of teachers with Welsh skills at intermediate level or  
-19.9% category.
- The proportion of support staff with Welsh skills at intermediate  
-19.9%  
category.

The number of places available via the EAS to undertake a sabbatical course for teachers to improve their Welsh is 14 around 3 places are offered to Blaenau Gwent staff, not all staff will be assigned a place on the course.

### OUTCOME SUMMARY

#### *Schools*

Ysgol Gymraeg Bro Helyg in the last year has appointed to the following roles in 2022/23:

- Immersion Teacher for Ysgol Gymraeg Bro Helyg
- Head of Campus for Ysgol Gymraeg Tredegar
- /HTLA post for Ysgol Gymraeg Tredegar
- TA post for Ysgol Gymraeg Tredegar

For September 2024, Ysgol Gymraeg Tredegar under the umbrella of Ysgol Gymraeg Bro Helyg will need to recruit further staff as follows:

- 1 HLTA;
- 1 Level 3 TA
- 1 Level 2 TA.

Furthermore, with the implementation of an ALN resource Base at Ysgol Gymraeg Bro Helyg (subject to approval of the Consultation) based on 6 children the staffing requirement will be

- 1 teacher;
- 1 HLTA
- 1 Level 3 TA.
- Blaenau Gwent already have staff to support the service delivery of ALN

#### *Coleg Gwent*

Coleg Gwent have **35** staff on this year's 2022/23 Work Cymraeg scheme with **40** already registered for September 2023/24.

Coleg Gwent continues to use Byiaith for staff training and mentoring.

Coleg Gwent is offering a free PGCE to new Welsh-speaking staff working in the priority areas

A good increase to date through the Work Welsh scheme and the sponsorship of TAR

The Council/ Policy Team:

A Fixed term Kickstart Trainee Welsh Language Officer role began on 11/11/21, this employee is now employed directly via the Council as the Welsh Language Support Officer within the Policy and Partnerships team on a fixed term contract until March 2024.

There is general monitoring of the Council's compliance with the Welsh Language (Wales) Measure 2011, which falls under the Policy and Partnerships Team. They also update the Welsh Language Guidance made available to staff via the intranet. Promotion of any updates to guidance and general Standards reminders are sent out regularly to all staff through our Communications Team.

Organisational Development work collaboratively with the Policy and Partnerships Team to ensure staff processes are in place to consider the bodies consideration of the Welsh language among staff including accessibility to skills development in order to deliver a Welsh medium service that meet the authorities duties under the Welsh Language (Wales) Measure 2011.

Staff receive regular Welsh Language training promotional opportunities via emails and they are included within managers briefings. There are training slides available on the intranet for all staff that also promotes further to place to c

group Deddf made up of Welsh Language Officers from surrounding local authorities, the Rhwydlaith Network made up of WLGA workers that typically have guest speakers to update on proactive pieces of work, the Welsh in Education Forum that provide updates and request feedback on developments within the Welsh medium education sector, and the BG Welsh Network made up of our partners.

In terms of local authority officers the Policy and Partnerships Team monitor and analyse data surrounding Welsh medium teachers in line with our Welsh Language Promotion Strategy and Welsh in Education Plan's outcomes.

Staff Welsh language skills are recorded on iTrent and the data is compiled annually for the Welsh Language Annual Report, reminders are now being sent quarterly to all staff to keep this information up to date. This information helps identify service areas with lower numbers of staff with Welsh language ability and prioritize training promotion/arrangements accordingly addresses the needs for this area of work, e.g. customer facing staff capacity in order to deliver a quality Welsh language service.

The Policy and Partnerships team support the Welsh in Education Strategic Plan's objectives reviewing their progress as part of the Welsh Language Promotion Strategy monitoring with indicators for numerous actions being directly aligned with the developments within the education sector.

Representatives from Policy and Partnerships attend the WEF and include updates surrounding education within the recently re-established Blaenau Gwent Welsh Network.

#### EAS

Promotion of the SWAC education workforce survey via a promotional video.  
Video promotion via strategic HT/DHT network,

EAS capacity building project 23-24: Bro Helyg engaged with the promotion of and recruitment to a regional Gap Year project for those interested in experiencing work in a Welsh medium school during their Gap Year or moving to work in the education sector as a TA. Recruitment underway.

Welsh language training could complement this for those parents with ambitions to undertake childcare or play training.

EAS strategic lead for Welsh liaising with the national strategic leads for Welsh on the development of a national training offer for Governors.

#### Early Years & Childcare Scheme

Four members of the Early Years Childcare and Play team have engaged with Welsh language learning over the last 2 years.

Welsh language learning has been promoted to the childcare and play sector via Cwllwm partners attending local network meetings to outline responsibilities with regards to the Welsh Language Active Offer and in promoting Welsh language learning opportunities. Welsh language learning is also promoted on the annual Training Programme for the Childcare and Play workforce as part of their professional learning offer. Increasing Welsh language use in the childcare sector is a feature of quality assurance visits undertaken by Local Authority staff to settings.

As part of the Flying Start Core Service Delivery Plan for 2023-24 there are plans for the Flying Start Local Authority staff team to be leading the way in terms of increasing the use of the WelshTf3 3( e)4(n)-3(g)6(a)-3(g)-3(e)6(d)-3( w

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The EYCP Manager took part in Welsh Government Working Group looking at Workforce issues in March 2023 and will continue to contribute to national discussions.

The latest Flying Start expansion plan (2b) states 'All English medium childcare settings use incidental Welsh as part of their practice, in order to introduce the use of the Welsh language to all Flying Start children supporting and promoting the benefits of being bilingual throughout application and transition processes.

As part of the Flying Start Core Service Delivery Plan for 2023-24 we will set out the plans for the Flying Start Local Authority teams to be leading the way in terms of increasing the use of the Welsh Language, all team managers have

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Outcome 1&2	Outcome 3&4	Outcome 5	Outcome 6
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