



EAS

Education Achievement Service
for South East Wales
Gwasanaeth Cyflawni Addysg
I Dde Ddwyrain Cymru

A Regional
Strategy for the
development of
Welsh language
skills and a
Welsh-medium
workforce in
South East Wales



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A regional strategy for the development of Welsh language skills and a Welsh-medium workforce in South East Wales

1. Introduction

The South East Wales region is fully committed to raising outcomes and standards in Welsh and supporting the development of a skilled bilingual workforce in both Welsh- and English-medium schools. This regional strategy reaffirms this commitment as we move towards the teaching of Welsh through the four purposes along a single-language continuum. It outlines how we will continue to deliver and build provision for the Welsh language and Welsh-medium education in partnership with our schools in a self-improving system over the coming years.

The strategy aligns with the Welsh Government's vision for a Million Speakers and the clear role that the education sector has to play in the realisation of this vision.

The strategy builds on the successful partnerships already forged across the region's Welsh-medium schools. It aims to build new partnerships to support the development of Welsh, enabling all schools to collaborate with the aim of becoming increasingly bilingual.

We fully support the vision outlined by the Welsh Government in 'Our National Mission'. The strategy upholds the development of:

'a transformational approach to the learning, teaching and assessment of the Welsh language with the aim of ensuring all learners will be able to use the Welsh language when they leave school'.

In terms of professional learning, the region supports the teaching of Welsh as a living language and the government's vision that greater numbers can work effectively in Welsh-medium and bilingual settings.

The strategy reflects the overarching values and dispositions relating to Welsh language and culture within the new professional standards for teaching and leadership, where:

'the teacher consistently emphasises the central importance of the promotion of Welsh culture and language. Learners will be supported in gaining skills across all areas of learning, and every opportunity will be taken to extend learners' skills and competence'.

Leaders will consistently emphasise the promotion of Welsh culture and language within the ethos of the school and as they develop the school as a learning organisation.

All teachers will be required to make a *'personal commitment to incremental development of skills in the use of the Welsh language'*.

The strategy will enable all teachers to understand what the regional provision will be as they aim to *‘actively seek opportunities to apply and extend their understanding and skills in the use of the Welsh language’*.

The strategy also aims to address the need to increase the Welsh-medium workforce, through positive recruitment strategies.

The EAS Welsh Language Strategy will be reviewed in line with the delivery of the Welsh Government’s Welsh in Education Action Plan 2017-2021.

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2. Summary of Objectives

- To raise standards in Welsh and teaching through the medium of Welsh.
- To develop a Welsh literacy strategy (for Welsh in and across Welsh- and English-medium schools), outlining an unified approach to the teaching of speaking and listening, reading and writing in line with the principles of curriculum development as set out in Successful Futures.
- To ensure that all teachers have the necessary Welsh language skills and pedagogical approaches to teach the Welsh language and teach through the medium of Welsh.
- To develop a comprehensive Welsh-medium professional development programme for leadership, teaching and support staff in the Welsh-medium sector.
- To develop the informal use of Welsh across both Welsh- and English-medium schools.
- To work towards a single Welsh language continuum.
- To support the workforce in moving towards the new professional standards.
- To support schools in preparation for curriculum reform.

3. The EAS Welsh in Education Team

The EAS Welsh in Education team, working within the wider Languages, Literacy and Communication (LLC) area, is commissioned by the five local authorities to provide a comprehensive Welsh language and methodology training programme for both Welsh- and English-medium schools. The team's work is mapped through the EAS business plan and the dedicated service plans for the Welsh language and LLC. The team includes specialist advisory teachers for Welsh and Welsh second language at both primary and secondary phases, and increasingly works across both sectors in line with the move towards the teaching of Welsh along a single-language continuum.

The Welsh in Education team:

- facilitate network meetings for Welsh-medium headteachers
- support the building of capacity for the teaching of Welsh across the region
- facilitate network meetings and training for cluster leads, language co-ordinators and secondary heads of department
- provide support for the assessment, standardisation and moderation of Welsh
- develop networks and school-to-school partnerships in order to build capacity within a self-improving system
- deliver language training for teachers and teaching assistants to improve and develop confidence in their use of Welsh, particularly those working in English-medium schools
- deliver training on current and emerging pedagogical approaches to the teaching of Welsh language skills influenced by national and international research on the teaching of languages

The EAS Welsh in Education team underpins the region's Welsh in Education strategy:

- promoting the Welsh Government Sabbatical Scheme and supporting its participants
- facilitating the delivery of the Welsh Language Charter and the Cymraeg Campus bilingualism framework to support the development of the informal use of Welsh
- working with Yr Urdd and Menter Iaith to promote the use of Welsh beyond the classroom and to raise awareness of Welsh heritage and culture
- working with the WJEC to support the implementation of new specifications

- working with local authorities to facilitate and support a regional approach to the development and delivery of their Welsh in Education strategic plans.

4. The Framework for the Informal Use of Welsh

Ensuring that more children and young people use Welsh and that the language is used by them naturally in all walks of life are priorities for the Welsh Government. To this end, ensuring that children and young people have the confidence and vocabulary to do so is integral, and the Welsh Language Charter has a key role to play in Welsh Government efforts in this field over the coming years.

The simple objective of the Language Charter is to provide a clear framework for the Welsh language, which can be used to promote and increase the informal use of Welsh by children both at school and within their community. The Charter's main aim is to promote a strong Welsh ethos in schools and to provide a range of enriching activities that propel the children to increase their confidence and enjoy using their Welsh language skills.

The Language Charter exhorts participation from every member of the school community, and members of the school workforce and council, the pupils and their parents, school governors and the wider community are all encouraged to take full ownership of it. The *Criw Cymraeg* is instrumental in leading and driving the Language Charter forward.

The Welsh in Education team, in partnership with schools will:

- continue to embed the Welsh Language Charter in Welsh-medium primary schools and the dedicated Prosiect Cefnogi Arferion Iaith (PCAI) language programme in Welsh-medium secondary schools
- implement and roll out the Charter in English-medium primary schools
- continue to work with identified Learning Network Schools to support the delivery and development of the Language Charter across the region
- support formal links between the work of the Welsh-medium primary and secondary schools in this field through a cluster approach from 2017–18 onwards
- explore continuity and progression of the Charter to English-medium secondary schools

The National Welsh Language Charter: Welsh-medium schools

Welsh-medium primary schools will:

- build on the success of the initial implementation of the Charter in 2016–17 and the verification of the bronze award

- commit to the long-term strategic implementation of the Charter from bronze to silver to gold award, maintaining progress thereafter
- measure progress against the Language Charter standards at two key points during each verification cycle, gathering evidence of progress
- prepare for formal verification in line with regional and national timelines

PCAI: Welsh-medium secondary schools

Welsh-medium secondary schools will:

- establish areas for development and priorities for the informal use of Welsh by pupils, potentially building on analysis of the primary clusters' language web data
- implement a strategic plan for the development of the informal use of Welsh on a school-by-school basis
- provide opportunities for secondary teachers and pupils to meet regionally to share experiences and effective practice
- bridge the Language Charter and PCAI across clusters
- commit to the long-term implementation of the PCAI framework and the strategic planning for the continuity and progression in the social use of Welsh by pupils

The Cymraeg Campus Language Charter: English-medium schools

The EAS Welsh in Education team in partnership with English-medium schools will:

- work with approximately a third of English-medium primary schools and Learning Network Schools on implementing the Cymraeg Campus framework leading towards the verification of the bronze award in summer 2018
- implement a roll-out plan for Cymraeg Campus from September 2018
- work with EAS Learning Intelligence and schools to establish a data collection and analysis system for the regional implementation of the framework
- work with Welsh Government to rationalise approaches to the Charter/Cymraeg Campus across regions and LAs and share best practice
- work with secondary Learning Network Schools to establish a potential pathway for Cymraeg Campus through to the secondary sector

5. The Regional Welsh Literacy Strategy

An effective literacy strategy is a central element of a successful school or institution. Whether in Welsh or ‘across the curriculum’, a coherent and consistent approach to literacy development is essential. The EAS Welsh Literacy Strategy is being developed to mirror the skills development framework included within the EAS strategy for English, while including specific linguistic elements essential for the building of Welsh language and literacy skills. For example, the focus on the Language Charter, which aims to increase pupils’ confidence in the use of the language in informal situations, will be incorporated into the overarching strategy for oracy. The Welsh strategy will also aim to consider Welsh as a key skill for learners in English, as well as Welsh-medium schools, in line with the ideology of the new Curriculum for Wales and the move to the teaching of Welsh alongside a single-language continuum.

The objectives of the strategy for Welsh and English within the EAS will be to:

- create a unified approach to the teaching of speaking and listening, reading and writing in line with principles of curriculum development as set out in Successful Futures
- create a resource that details the pedagogical principles for the progression and development of speaking and listening, reading and writing for colleagues working across the 3–16 phases
- create a toolkit, signposting effective practices linked to current and accepted research and pedagogy, to enable effective teaching of speaking and listening, reading and writing across the 3–16 phases
- create a clear line of sight for all stakeholders to own the development of speaking and listening, reading and writing across the 3–16 phases

The Welsh literacy strategy will be launched in spring 2018, and training will be provided during the 2018–19 planning cycle.

The EAS LLC team and partners will thereafter review both English and Welsh versions of the strategy to ensure a holistic, integrated approach to the teaching of languages as outlined by Successful Futures.

6. Learning Network Schools

The regional approach to the self-improving system includes the commissioning of Learning Network Schools who work in line with the Professional Learning Model for the region.

There is a commitment to parity of support for the Welsh-medium sector within the self-improving system. There is also a commitment to the development of school-to-school support for the Welsh language across all schools, regardless of medium.

The impact of the work of the LNS schools is regularly evaluated. The regional LNS strategy and the approach to the delivery of school-to-school support for Welsh will be refined according to findings and according to the evolving educational landscape.

Welsh-medium approach: LNS Primary

Dedicated Welsh-medium Learning Network Schools have been appointed to deliver school-to-school support in core subject areas. In 2017–18 these schools include:

- two LNS schools for Welsh/literacy
- one LNS school for maths/numeracy
- one LNS school for science

Further consideration will be given to the need for a more integrated approach to support for literacy, both Welsh and English literacy in Welsh-medium schools as the LNS model is further established.

Welsh-medium approach: LNS Secondary

The three secondary schools will continue to work collaboratively on a jointly owned programme of support dedicated to:

- the continued development of teaching expertise across the four core subject areas (Welsh, English, mathematics and science)
- the continued development of middle leadership in these areas

Rather than appointing designated schools as leads for the four core subject areas the triad partnership is supported to continue to work collaboratively thus enabling the pooling and sharing expertise and workload within and across the schools. This triad relationship, now including Ysgol Gyfun Gwent Is Coed, builds upon the established *Partneriaeth 6* partnership between Ysgol Gyfun Cwm Rhymni, Ysgol Gyfun Gwynllyw and local higher education institutes. The triad also capitalises on the wider support and expertise network of schools through the South East Wales CYDAG network.

The partnership will ensure that all core subject practitioners have the necessary professional development and support through the medium of Welsh with the aim of maintaining and improving end of key stage and GCSE examination standards.

The partnership will also support area leads at Ysgol Gyfun Gwent Is Coed as they continue to develop appropriately challenging Schemes of Learning for key stage 3 and a meaningful progression pathway to delivery of the programme of study for key stage 4 in future.

The partnership has agreed the following objectives:

- to maintain and raise core subject GCSE outcomes

- to develop an improved understanding of the demands of the developing Curriculum for Wales across core subject areas in readiness for implementing a Successful Futures Strategy across the core areas of the three schools from September 2018
- to capitalise on the relationship with CYDAG De Ddwyrain Cymru
- to commit to the comprehensive programme of activity mapped to ensure that all objectives are achieved.

LNS: Welsh in English-medium schools

Dedicated Learning Network Schools have been appointed to build capacity for and deliver school-to-school support for the development of Welsh and bilingualism in English-medium schools. In 2017–18 these schools include:

- two primary Learning Network Schools
- two secondary Learning Network Schools
- All LNS schools are actively supporting the work of the EAS Welsh in Education team’s work in designated priority support schools.

Primary schools are supporting the exemplification of best practice in the teaching of Welsh through the use of the Welsh Government Commissioned *Pod Antur Cymraeg* series and the EAS Welsh in Education team’s *Antur Anhygoel* scheme of work. The Primary LNS schools will be increasingly responsible for the exemplification of the development of Welsh across the curriculum through this scheme and for supporting the continued roll-out of *Cymraeg Campus*.

Secondary schools are supporting the implementation of the new GCSE Full-Course specification through:

- designated training and networking opportunities for heads of Welsh
- development and sharing of resources both regionally and nationally through the HWB platform

Secondary LNS schools are also considering the need to improve bilingual skills in the secondary phase and are developing strategies and draft frameworks for the development of Welsh building on the primary *Cymraeg Campus* framework.

The South East Wales region supports the shift from the teaching of the GCSE Welsh second language short course to the majority of the cohort to an approach where learners are entered for a full-course qualification. This change of approach will pave the way for the Curriculum for Wales, where pupils will leave school with a firm grasp on the language.

7. The Cluster Approach

The three Welsh-medium clusters are well established, with strong partnerships within and across the Ysgol Gyfun Cwm Rhymni, Ysgol Gyfun Gwynllyw and Ysgol Gyfun Gwent Is Coed clusters.

As we move towards the new Curriculum for Wales, the region is advocating and supporting clusters across the region, including Welsh-medium clusters, to work together to prepare for the continuum of learning 5–16. This will support joint ownership of the design process by all schools within a cluster, allowing for a genuinely unified learning experience across progression steps.

All three clusters are working on agreed projects, building on the range of experience and practice within a cluster, with a view to developing commonality of pedagogic approaches and developing an understanding of how learning and experiences are realised at different phases of learning.

English-medium clusters will be encouraged to audit the language skills of practitioners to map language training needs.

8. Wider Curriculum Support and Development in Welsh-Medium Schools

Existing and new partnerships are being supported to enhance and increase training and development opportunities for Welsh-medium practitioners delivering on the wider curriculum.

Delivery of the non-core in Welsh-medium secondary schools

The triad of secondary schools will continue to ensure that current subject/area leads are provided with the appropriate professional development and Welsh-medium resources needed to:

- maintain and improve KS4 outcomes across the non-core subjects in Ysgol Gyfun Cwm Rhymni and Ysgol Gyfun Gwynllyw
- continue to develop effective middle leadership across the non-core departments / area leads of the three schools
- develop an improved understanding of the development needs of the new curriculum in readiness for Successful Futures across the non-core subject areas of the schools, to enable a shift to an Area of Learning and Experience (AoLE) based curriculum.

Welsh-medium cluster development of the wider curriculum

In preparation for the new curriculum, clusters will work together to develop a unified approach to the teaching of:

- the creative arts
- the humanities

They will work collaboratively to:

- develop an agreed cluster pedagogy across the AoLEs
- provide a clear focus on literacy with emphasis on developing oracy skills in line with the EAS Literacy Strategy and best practice
- identify a bank of jointly agreed cluster terminology and language that will be used within distinct AoLEs to support literacy
- ensure that the DCF is incorporated into the delivery of each AoLE
- ensure that health and wellbeing is central to the work

This cluster approach to the non-core will pave the way for the development and identification of leads within individual schools and clusters that will be able to support others with the delivery of the AoLEs.

The work developed by the clusters will be shared via an EAS HWB for the Wider Curriculum in Welsh-medium schools.

The work undertaken on identifying key vocabulary and language patterns associated with the AoLEs will be available to support an increased focus on the development of the Welsh language in English-medium schools as we progress towards the new curriculum.

9. The Welsh Government Sabbatical Scheme

The Welsh in Education team will continue to work with the Welsh Government to promote the Welsh Government Sabbatical Scheme in order to support the language development needs of practitioners in both Welsh- and English-medium schools.

The one-year sabbatical for teachers in English-medium primary schools

There is an acute regional need to increase the capacity for the delivery of Welsh and the development of bilingual teaching across English-medium schools. The EAS will work with the Welsh Government to identify practitioners to take part in the fully funded one-year sabbatical scheme for practitioners in English-medium schools.

The EAS, committed to a cluster approach to development and improvement, will aim to ensure that at least one member of staff from each cluster within the region has access the Welsh Government's sabbatical scheme training over the next three years.

The first tranche of practitioners embarked on the scheme in September 2017. The schools involved will be supported to capitalise on training when practitioners return to their own schools on a day-per-week basis in the second term of their training. Placements at Welsh-medium schools will be supported on a day-per-week basis in the third-term of training.

The development of a core team of highly trained Welsh speakers across the region will enable the EAS to develop school-to-school support for Welsh second language. This will provide a greater base of support and critical mass for the cluster approach and for the implementation of Cymraeg Campus and its verification.

Y Cwrs Mynediad / Entry Level Sabbatical for teaching assistants

This course is targeted at teaching assistants who teach in English language primary schools and who have a little knowledge of the Welsh language. It is an intensive course which is taught over five weeks.

Y Cwrs Uwch / Higher

The higher courses are designed for teachers and teaching assistants who teach in the Welsh-medium sector. They are also appropriate for secondary teachers of Welsh as a second language or Welsh speakers teaching in English-medium (first language or proficient learners) and who wish to build up their confidence when using the Welsh language in a professional context.

10. Gloywi Iaith – Welsh Language Refinement Support

All Welsh-speaking practitioners, those in English-medium as well as in Welsh-medium schools, will have access to a series of online language refinement units. This will support the continued personal development and the refinement of language skills across the Welsh-medium workforce.

The language units, adapted from the current programme available to staff in the Ysgol Gyfun Cwm Rhymni cluster, will take into account and capitalise on technological advances as they are further developed.

The programme will be instantly accessible and free at the point of access. The revised model will be promoted and marketed across the region to teachers and teaching assistants.

11. Welsh-Medium Schools as Hubs for the Welsh Language

According to the vision set out in *Successful Futures*, Welsh-medium schools will be supported to develop as community hubs for the development of the Welsh language, ethos, heritage and culture.

In the first instance, Welsh-medium schools will build on existing partnerships with neighbouring schools. They will also build on links with the first tranche of schools involved with the one-year sabbatical scheme and embark on new partnerships with the schools involved with the initial implementation of *Cymraeg Campus*.

This approach will not only support the development of Welsh, bilingualism and the Welsh dimension in English-medium schools but will also support the Welsh-medium schools' commitment to the delivery of Welsh within the community through their individual Welsh Language Charters.

In the first year, the aim will be to support links with around a third of English-medium primary schools. Relationships will be mapped and tracked. In subsequent years, the aim will be to increase the number of English-medium schools supported on an annual basis. This will be in line with the roll-out of the *Cymraeg Campus* initiative and the increased number of schools committed to the one-year sabbatical scheme.

Welsh-medium schools will be encouraged to develop a best practice toolkit and individual case studies for wider sharing.

12. Welsh-Medium Schools as Providers of CPD for Welsh Speakers in English-Medium Schools

Professional development programmes, delivered by Welsh-medium schools through the medium of Welsh, will be accessible to all Welsh-speaking practitioners.

13. Welsh-Medium Workforce Recruitment

As we move towards the teaching of the new curriculum, and as demand for Welsh-medium education increases, ensuring sufficient numbers of highly skilled teachers, leaders and support staff able to work through the medium of Welsh will be a priority.

Trainee Graduate Teaching Assistants Scheme *(A one-year Internship for prospective teachers)*

In order to attract graduates working as support staff in schools, or, to support graduates with an interest in the education sector to commit to a career in teaching, the South East Wales region will pilot an 'internship' model in partnership with some of the region's Welsh-medium schools. It is intended to enable individuals to develop

ability and increased professional skills in the workplace. During their period of training they will build on their previous experiences by increasingly developing educational and leadership skills for the benefit of pupils.

The model will build on the internship programme successfully delivered at Ysgol Gyfun Cwm Rhymni in recent years. The model will be delivered by all three secondary schools and two primary schools under the guidance of Ysgol Gyfun Cwm Rhymni. This will enable participants to have a broad range of positive experiences of other school environments and experience of working across the age range.

The graduates will be fully prepared for working in an educational establishment, confident to apply for and attend interviews for the Graduate Teacher Programme (GTP) or Post Graduate Certificate of Education (PGCE) routes. They will have improved their Welsh language skills through day-to-day working within the Welsh-medium sector and through access to the regional language refinement units.

As the pilot progresses, links will be made with Welsh Government, HR teams and universities to ensure that the strategy provides an agreed and viable pathway to Initial Teacher Education courses.

Cache: Teaching Assistants

In order to support recruitment of Welsh-medium teaching assistants, the region's Welsh-medium secondary schools will collaborate to develop provision of the Cache course. The course is being delivered successfully to the west of the region at Ysgol Gyfun Cwm Rhymni, and it is the intention of Ysgol Gyfun Gwynllyw to re-establish this course at the school as the need for Welsh-medium teaching assistants increases.

14. Professional Development for Welsh-Medium Practitioners

The EAS currently works in partnership with lead Welsh-medium schools to deliver Welsh-medium professional learning opportunities for practitioners and leaders in Welsh-medium schools. These programmes include:

- the NQT support programme
- Anelu at Ragoriaeth (Aiming for Excellence) for primary practitioners
- Anelu at Ragoriaeth (Aiming for Excellence) for secondary practitioners

As we embark on the journey towards the new curriculum, and in line with the new professional standards for teachers and leaders, the EAS will ensure that the needs of the Welsh-medium sector are met through newly developed professional learning offers.

The recruitment and development of leaders in all schools will be key to the future of the education workforce. This is, nevertheless, an immediately acute issue to

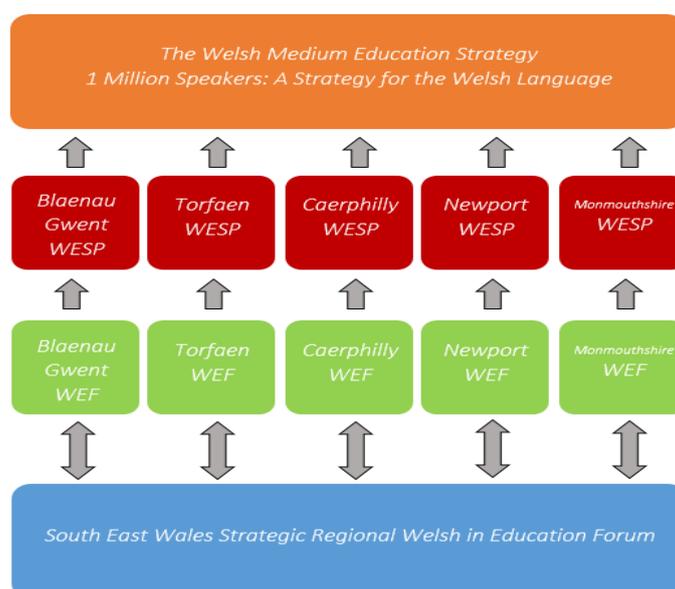
address for the Welsh-medium sector. The EAS and the region's Welsh-medium schools will work with the Welsh Government and the National Academy for Educational Leadership to nurture and inspire current and future leaders.

15. The Regional Welsh in Education Strategic Forum

The EAS will continue to facilitate the regional strategic forum. The regional WEF provides a formal channel of communication between the EAS, the five SEWC LAs, schools, and other education providers responsible for standards and/or provision of Welsh-medium education and the teaching of the Welsh language across South East Wales.

The non-statutory regional WEF supports the progress made by individual local authorities and their individual WEF groups towards the achievement of their WESP targets by:

- working collaboratively within the self-improving system to review the regional picture of Welsh-medium education, to identify gaps in provision, areas in need of development, celebrate positive outcomes and identify/share effective practice
- influencing long-term planning for the wellbeing of future generations: Wellbeing of Future Generations Act (Wales) 2015
- acting as a consultative group for future Welsh-medium education developments including providing advice and guidance on matters relating to curriculum, workforce planning and standards



The forum meets on a termly basis and is underpinned by four sub-committees that develop regional approaches and solutions to:

- the planning of school places (POSP) and promoting demand for Welsh-medium education
- 14-19 education
- Early Years
- Additional learning needs (ALN)

Workforce planning will be a key element underpinning discussion by all groups.

16. Additional Learning Needs (ALN)

The Education Achievement Service's Welsh in Education team will continue to facilitate the development of Welsh-medium resources and the sharing of best practice for pupils with ALN. The joint termly meetings between the EAS, Welsh-medium schools' ALNCOs and Welsh-medium LA ALN/inclusion officers will continue to support the work of the regional ALN sub-committee.