

# Public Document Pack



To: Members of the Welsh Language Steering Committee

Date: 12 December 2017

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Dear Councillor

You are invited to attend a meeting of the **WELSH LANGUAGE STEERING COMMITTEE** to be held at **10.00 am** on **MONDAY, 18 DECEMBER 2017** in **CONFERENCE ROOM 1B, COUNTY HALL, RUTHIN.**

Yours sincerely

G. Williams  
Head of Legal, HR and Democratic Services

## AGENDA

### 1 APOLOGIES

### 2 DECLARATIONS OF INTEREST

Members to declare any personal or prejudicial interests in any business to be conducted at this meeting.

### 3 APPOINTMENT OF CHAIR

To appoint a Chair of the Committee for the current municipal year.

### 4 APPOINTMENT OF VICE CHAIR

To appoint a Vice Chair of the Committee for the current municipal year.

### 5 URGENT MATTERS AS AGREED BY THE CHAIR

Notice of items which, in the opinion of the Chair, should be considered at the meeting as a matter of urgency pursuant to Section 100B(4) of the Local Government Act, 1972.

**6 STRATEGIC WELSH LANGUAGE DEVELOPMENT (Pages 5 - 8)**

To consider a report by the Team Leader – Communications and Campaign Management (copy enclosed) detailing the work carried out in relation to the strategic development of the Welsh Language in Denbighshire, in line with national legislation and the Council's own Welsh Language Strategy.

**7 WELSH IN EDUCATION STRATEGIC PLAN 2017 - 2020 (Pages 9 - 26)**

To consider a report by the Principal Education Support Manager (copy enclosed) presenting the Council's proposed Welsh in Education Strategic Plan 2017 – 2020 and detailing the work undertaken to date pending formal approval from the Welsh Government.

**8 MORE THAN WORDS FRAMEWORK (Pages 27 - 28)**

To consider a report by the Staff Development Officer (copy enclosed) informing members of the progress made in relation to development of the Mwy Na Geiriau / More Than Words Framework.

**9 FORWARD WORK PROGRAMME (Pages 29 - 30)**

To consider the committee's forward work programme (copy attached).

**MEMBERSHIP**

Councillor Ellie Chard  
Councillor Ann Davies  
Councillor Tony Flynn  
Councillor Huw Hilditch-Roberts  
Councillor Paul Penlington  
Councillor Arwel Roberts

Councillor Anton Sampson  
Councillor Tony Thomas  
Councillor Graham Timms  
Councillor Joe Welch  
Councillor Emrys Wynne

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## LOCAL GOVERNMENT ACT 2000

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### Code of Conduct for Members

### DISCLOSURE AND REGISTRATION OF INTERESTS

I, *(name)*

a \*member/co-opted member of  
*(\*please delete as appropriate)*

**Denbighshire County Council**

**CONFIRM** that I have declared a \***personal / personal and prejudicial** interest not previously declared in accordance with the provisions of Part III of the Council's Code of Conduct for Members, in respect of the following:-  
*(\*please delete as appropriate)*

Date of Disclosure:

Committee *(please specify)*:

Agenda Item No.

Subject Matter:

Nature of Interest:

*(See the note below)\**

Signed

Date

\*Note: Please provide sufficient detail e.g. 'I am the owner of land adjacent to the application for planning permission made by Mr Jones', or 'My husband / wife is an employee of the company which has made an application for financial assistance'.

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<b>Report To:</b>	Welsh Language Committee
<b>Date of Meeting:</b>	18 December
<b>Lead Member / Officer:</b>	Huw Hilditch Roberts / Nicola Stubbins
<b>Report Author:</b>	Gareth Watson, Team Leader- Communications and Campaign Management
<b>Title:</b>	Strategic Welsh Language development

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**1. What is the report about?**

This report sets out work carried out in relation to development of the Welsh Language in Denbighshire, in line with national legislation and the Council's own Welsh Language Strategy.

**2. What is the reason for making this report?**

To inform members of the progress made in relation to the strategic development of the Welsh Language

**3. What are the Recommendations?**

To note the contents of this report.

**4. Report details**

A considerable amount of work has gone on in Denbighshire in the efforts to respond positively to changes in language legislation. The Welsh Language Measure (Wales) 2011 has enabled the Government to set standards relating to the Welsh Language and the Welsh Government expects the Council to adopt a Welsh Language Strategy, as part of its response to the Standards.

The strategic responsibility for the Welsh Language in Denbighshire lies with the Council's Corporate Executive Team. The Lead Director is Nicola Stubbins, with Councillor Huw Hilditch-Roberts being the political Lead Member with responsibility for the Welsh Language. Day to day handling of Welsh Language issues is the responsibility of the Team Leader for Communications and Campaign.

The Council is already responding positively to the Welsh Language Standards and has already implemented many of the agreed actions. It has also responded positively to the More Than Just Words framework which has been put in place to improve Welsh language provision in the health and social care sector. A comprehensive action plan is in place and Denbighshire has committed to implementing the action plan in the county, for the benefit of the county's residents.

**Welsh Language Standards:** The Council's main focus over the past three years has been around preparing and implementing the 169 Standards issued by the Welsh Language Commissioner. Extensive work has gone on within services to change processes, ensuring that customers receive a bilingual service, with a focus on the active offer. The Standards are categorised under four key themes: correspondence, promotion, policy making and internal administration within the Council.

Extensive communication has taken place around the Standards, including regular staff messages from the Chief Executive, presentations at Leadership Conferences, drop-in sessions for staff, presentations at team meetings.

A key development from the Standards is the creation of a Welsh Language Strategy. The Strategy outlines the Council's commitment towards promoting the Welsh Language and facilitating its use within the county. The ambition is to halt the decline in the number of Welsh speakers in Denbighshire. As a result, we aim to increase the number of Welsh speakers in Denbighshire by 0.5 % over the next five years, with a view to considering a longer term target to increase the number of Welsh speakers over the next 15 years.

The Council will deliver the main elements of this strategy by working strategically and in collaboration with a host of community organisations to further mainstream the Welsh Language into service delivery and ensure that it becomes an essential consideration in future projects, strategies and work plans.

There are five key areas for development highlighted in the strategy:

- Theme 1: Strategic planning of the Welsh Language in Denbighshire
- Theme 2: Children and Young People
- Theme 3: Community
- Theme 4: Business and the economy
- Theme 5: Internal administration within the Council

These five themes emerged from extensive research carried out on behalf of the authority.

**Welsh Language Champions:** All services have nominated Welsh Language Champions in their service and their role is to encourage compliance with the Standards and to report any examples of non-compliance. Posters have been placed in main buildings and reception areas, to inform staff of their service champions. Meetings are held quarterly.

**Drop in sessions for staff** – The Council has held a series of drop in sessions for staff with questions about the implementation of the Standards.

**Working Welsh Lanyards** – All members of staff who are fluent Welsh speakers or learners have been given lanyards, so they are instantly recognisable as being Welsh speakers to members of the public and internal colleagues.

**E-mail signatures:** Staff have been provided with templates to assist them in preparing their e-mail signatures bilingually.

**Cysill and Microsoft Office in Welsh:** All Welsh speakers and learners have had Cysill installed on their computer systems. Guidelines have also been issued to staff on how to access Microsoft Office through the medium of Welsh.

**Telephone answering** – The Council has provided templates for staff with guidelines on how to answer the telephone bilingually, including providing wording written phonetically.

**Intranet** – The Council has introduced a brand new intranet which is available in Welsh, as well as English.

**Collating information about staff** - The Council hosts annual surveys, asking staff to self-assess their linguistic skills. This information is then reported back to services and should be used as part of the workforce planning process.

**Council's main telephone line** – The Council has introduced a system where people can choose the language of their choice when they contact the Council through the main telephone number.

**Staff Excellence Awards** – A special award has been introduced into the Awards, to honour staff for their commitment and dedication to developing the Welsh Language within the Council.

**Culture and ethos of the organisation** – The Council has published a position statement on how it intends to enhance the bilingual culture and ethos of the organisation. Work will get underway in 2016 to progress this, including promotion of Welsh language training courses and informal and formal opportunities to use Welsh in the workplace.

**Mystery Shopper exercise** – The Council is working closely with Menter Iaith Sir Ddinbych and over the next six months, a 'mystery shopper' exercise will be carried out, to check compliance with the Welsh Language Standards.

Introducing Welsh Language compliance in Service Challenges – The Council has introduced a section on Welsh Language compliance into the annual service challenge process where each service is asked to provide evidence on performance.

## **5. How does the decision contribute to the Corporate Priorities?**

The Council has drawn up a vision for the Welsh Language and this was approved as part of the Welsh Language Strategy. This is an underpinning element that is linked to all of the corporate priorities.

## **6. What will it cost and how will it affect other services?**

The Council is currently advertising for a Welsh Language Officer that would report to the Team Leader- Communications. They will assist the Team Leader in the strategic development of the Welsh Language in the authority.

There is no other budget in place for the Welsh Language, with any costs incurred being absorbed through existing budgets.

## **7. What are the main conclusions of the Well-being Impact Assessment?**

Whilst no formal Well-being Impact Assessment is needed for this report, it is worth noting some of the key benefits in relation to the Well-Being and Future Generations (Wales) Act 2015 and the Welsh Language Standards.

One of the key components of the well-being and Future Generations (Wales) Act 2015 is having: “A Wales of vibrant culture and thriving Welsh language : A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation”.

The Council also has a role, through its Welsh Language Standards, to promote opportunities for local communities to get involved in Welsh Language activities.

**8. What consultations have been carried out with Scrutiny and others?**

Extensive consultation meetings have been held with Cabinet, the Senior Leadership Team, Corporate Executive Team, Staff and the Members Welsh Language Forum throughout the process of planning for and implementation of the Welsh Language Standards.

Consultation also took place around the creation of the Welsh Language Strategy, with all services involved in its creation. It was also ratified by the Senior Leadership Team, as well as Cabinet.

**9. What risks are there and is there anything we can do to reduce them?**

The main risk is to the reputation of the authority, as we have already made a commitment in our Welsh Language Strategy and through the Welsh Language Standards to continue to proactively support services through the medium of Welsh.

To mitigate the risks, on-going proactive work needs to continue with all services to keep Welsh language development and the Welsh language legislation at the forefront of people’s minds.



Report To: **Welsh Language Committee**

Date of Meeting: **18<sup>th</sup> December, 2017**

Lead Member / Officer: **Cllr Huw Hilditch Roberts – Lead Member Education and Young People**  
**Karen Evans – Head of Education and Children’s Service**

Report Author: **Geraint Davies – Principal Education Support Manager**

Title: **Welsh in Education Strategic Plan 2017 - 2020**

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## **1. What is the report about?**

1.1 This report relates to the Council’s proposed Welsh in Education Strategic Plan 2017 – 2020 (Appendix 1).

## **2. What is the reason for making this report?**

2.1 To provide information to members on the work undertaken thus far as we await formal approval from Welsh Government. A decision will be required for Cabinet to formally approve the Council’s draft Welsh in Education Strategic Plan for the period 2017 – 2020.

## **3. What are the Recommendations?**

3.1 For members to consider and understand the content of the report for the proposed strategic plan subject to Welsh Government approval.

## **4. Report details**

4.1 Every local authority is required to produce and submit their Welsh in Education Strategic Plan (WESP) to the Welsh Government to demonstrate how they aim to achieve the outcomes and targets outlined by the Welsh Government.

4.2 The seven outcomes are as follows:

1. More seven-year-old children being taught through the medium of Welsh.
2. More learners continuing to improve their language skills on transfer from primary to secondary school.
3. More students aged 14-16 studying for qualifications through the medium of Welsh.
4. More students aged 14-19 in study subjects through the medium of Welsh, in schools, colleges and work-based learning.
5. More students with advanced skills in Welsh.
6. Welsh medium provision for learners with additional learning needs (ALN).

7. Workforce planning and continuing professional development.

- 4.3 Denbighshire County Council has a long term vision where we aspire that all children and young people in the County will leave full-time education competent and confident in using both Welsh and English languages.
- 4.4 This draft plan is targeted on improving skills particularly oral communication and understanding. Skills developed in the early years will enhance progression in the Welsh language and will lay the foundation that will lead to the normalisation in the use of the Welsh language amongst children and young people in Denbighshire.
- 4.5 The objectives of this draft plan are to:
- Ensure and develop sufficient Welsh Medium school places throughout the County.
  - Support the increase of Welsh oral communication and understanding skills in all early years' settings.
  - Increase the amount and quality of Welsh taught in English medium schools.
  - Increase the proportion of learners studying Welsh as a 1<sup>st</sup> language.
  - Raise attainment in Welsh and in subjects followed through the medium of Welsh at every key stage in every school.
  - Develop a sustainable workforce to support future provision.
- 4.6 The Welsh in Education Strategic Group will support and monitor the implementation of this plan against the agreed objectives. In addition every school will be expected to report on their progress against the outcomes of the plan in the Annual report of their Governing Body to parents.
- 4.7 Although we are still awaiting formal approval progress has been made during this time specifically on -
- Work is ongoing in developing partnerships. Cylch Meithrin Dinbych Ucha is established and funded in partnership with Flying Start.
  - Four schools have been identified for action and they will now be asked to respond formally to the Welsh in Education Strategic Group.
  - A pilot has been started with one school in Rhyl to evolve the curriculum offer.
  - A version of the language charter specific for English medium schools – 'Cymraeg Campus' will be rolled out over the coming months.
  - Development of marketing strategy to improve the Welsh offer across the Authority.
- 4.8 This plan is subject to approval by the Cabinet of Denbighshire County Council and Welsh Government in line with the requirements of the Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013.
- 5. How does the decision contribute to the Corporate Priorities?**
- 5.1 The proposal will support the corporate priority of "A place where younger people will want to live and work and have the skills to do so".

5.2 The Council has prioritised the Welsh Language and embraced the Welsh Language Standards.

## **6. What will it cost and how will it affect other services?**

6.1 It is expected that the objectives of the plan will be fulfilled using current resources. Any further resources identified as being required to support an objective of the plan would be subject to a separate report.

## **7. What are the main conclusions of the Well-being Impact Assessment?**

7.1 This new plan is for the period 2017 - 2020 and therefore the activities will be delivered in the short/medium term but the impact will have long term consequences.

7.2 The plan will increase the opportunities for all children to improve skill levels regardless of their geographical location or choice of school. It will increase the number of pupils with higher skill levels in spoken Welsh. It will also increase the number of opportunities to use the Welsh language in an informal setting within existing education provision and socially. This will be achieved in partnership with various stakeholders including the Council, Schools, Urdd, Mudiad Meithrin and Menter Iaith.

## **8. What consultations have been carried out with Scrutiny and others?**

8.1 Denbighshire County Council consulted on a new 3 year strategic plan for the period 2017 – 2020 for 8 weeks between the 24<sup>th</sup> of October and the 19<sup>th</sup> of December 2016.

8.2 The consultation documents were published on the Councils website in the current consultation section and a link was sent out to over 900 stakeholders via an email. Consultation meetings were arranged with young people by the learner voice champion and two sessions were held, one in Denbigh and one in Rhyl.

8.3 Not including comments received from meetings of the Welsh in Education Strategic Group and pupil consultation events, only fifteen additional responses were received during the 8 week consultation period.

## **9. Chief Finance Officer Statement**

9.1 The cost of delivering the Strategic Plan should be contained within existing resources.

## **10. What risks are there and is there anything we can do to reduce them?**

10.1 There is a reputational and regulatory risk for the Council if we fail to meet the requirements of the School Standards and Organisation (Wales) Act in respect of the statutory requirement to prepare and review a Welsh in Education Strategic Plan for its area.

## **11. Power to make the Decision**

11.1 The Local Authority will act under Section 84 of the School Standards and Organisation (Wales) Act 2013, Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013 to make a decision.

**WELSH IN EDUCATION STRATEGIC PLAN**  
**2017 – 2020**

DRAFT

**November 2017**  
**Version 1.9**

## **Foreword**

Section 84 of the School Standards and Organisation Act (Wales) 2013 (“2013 Act”) requires that every local authority produces a strategic plan on Welsh in education.

All local authorities are required to produce and present their Welsh in Education Strategic Plan (WESP) to the Welsh Government to show how they intend to achieve the outcomes and targets outlined by the Welsh Government and how the plans will contribute towards the vision of having one million Welsh speakers by 2050.

This 3-year strategic plan aims to develop Welsh-language skills within the education provision in Denbighshire and contribute towards the wider policy context and priorities as indicated by the Welsh Government in its strategies:

- Rewriting the future;  
<http://gov.wales/topics/educationandskills/schoolhome/deprivation/rewriting-the-future-schools/?skip=1&lang=en>
- Successful futures;  
<http://gov.wales/topics/educationandskills/schoolhome/curriculum-for-wales-curriculum-for-life/why-we-are-changing/successful-futures/?skip=1&lang=en>
- Future generations;  
<http://gov.wales/topics/people-and-communities/people/future-generations-act/?skip=1&lang=en>

This plan will be targeted at improving communication skills and oral understanding. The skills developed during the early years will improve progression in the Welsh language and establish a foundation that will lead to normalising the use of the Welsh language among the children and young people of Denbighshire.

Achieving this plan will contribute towards the vision for Denbighshire’s Welsh Language Strategy 2017 – 2022, which includes increasing the use of the language among young people by ensuring access to education and community activities through the medium of Welsh and promoting opportunities for social interaction in Welsh.

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## **Draft Plan 2017 – 2020**

### **Long term vision and commitment:**

We wish to see every child and young person in Denbighshire leaving full-time education being competent and confident in Welsh and English.

#### Objectives:

- Ensure the development of adequate Welsh-language places across the county.
- Support the increase in Welsh-language communication skills and oral understanding in every early years location.
- Increase the proportion and standard of Welsh taught in English-medium schools.
- Increase the proportion of learners who study Welsh as a first language.
- Improve achievement in Welsh and in subjects through the medium of Welsh at every key stage in every school.
- Develop a sustainable workforce to support provision in the future.

#### Statement:

In this plan, we have set ambitious targets for Denbighshire and our partners. These include increasing achievement in Welsh across every key stage, increasing the proportion of Welsh that is taught, the proportion of learners who receive A\* - C grades in Welsh First Language GCSE and develop the skills of the workforce.

We have included the objectives of the Rewriting the Future strategy in this plan. Our intention is to ensure through the 21st Century Schools programme that there is sufficient capacity to ensure that Welsh-medium education is accessible across the county. Our objectives also support a seamless transition from home or childcare settings to Early Years education, continuity from school to school and challenging the underachievement of learners.

This plan focuses on establishing strong foundations by improving communication and oral understanding by starting with pre-school settings, targeting the strengthening of the language within primary schools and improving continuity at every key stage. This shows how we have incorporated the recommendations of the Successful Futures strategy within this plan.

The Welsh in Education Strategic Group will support and monitor the implementation of this plan against the agreed objectives. To coincide with this, every school in the county will be expected to include their achievement against the outcomes in this plan in their Governors' Annual Report to parents. Specific training will be given to governors.

This plan is currently in draft form and is subject to approval by the Denbighshire County Council Cabinet and the Welsh Government in accordance with the requirements of the Welsh in Education Strategic Plans and the Assessing Demand for Welsh Medium Education (Wales) Regulations 2013.

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

Denbighshire County Council provides transport to the closest school that provides Welsh-medium education, even if that school is not the closest eligible school. For this purpose, such a school provides over 70% of its education through the medium of Welsh at primary age or where over 80% of subjects (excluding Welsh and English) are taught through the medium of Welsh at secondary age. In September 2016, within Denbighshire, these schools are as follows:

Primary:

- Ysgol Betws Gwerfil Goch
- Ysgol Bro Cinmeirch
- Ysgol Bro Dyfrdwy
- Ysgol Bro Elwern
- Ysgol Carreg Emlyn
- Ysgol Dewi Sant
- Ysgol Gymraeg y Gwernant
- Ysgol Henllan
- Ysgol Llanfair Dyffryn Clwyd
- Ysgol Pantpastynog
- Ysgol Pen Barras
- Ysgol Pentrecelyn
- Ysgol Tremeirchion
- Ysgol Twm o'r Nant
- Ysgol y Llys

Secondary:

- Ysgol Brynhyfryd
- Ysgol Dinas Bran
- Ysgol Glan Clwyd

Please note, if the closest Welsh-medium provision is outside Denbighshire, transport will be provided in accordance with the above policy, which is to the closest appropriate provision.



## Outcome 1: More seven-year old children educated through the medium of Welsh

The current situation	2017/2018	2018/2019	2019/2020
303 of 1123 pupils 26.98%	333 of 1145 29.09%	279 of 1046 26.67%	306 of 1085 28.2%

### Main objectives:

- Achieve current capital projects by 2020 and develop suggestions that provide room for growth in terms of the number of pupils who wish to access Welsh-medium education.
- Develop and implement a programme to support schools to increase the use of the Welsh language within their curriculum provision by 2020.
- Launch a programme to provide oral communication through the medium of Welsh to every child aged 3 – 5 in every pre-school setting by 2020.
- Develop and implement a communications strategy to improve the availability and standard of the information that is available to parents and guardians by 2018.

### Supporting statement:

The above targets reflect the fact that the 2020 seven-year-old pupils have already joined nursery class and, as a result, more challenging targets would not be achievable. Despite this, the aim is that over 30% of them will be in Welsh-language nursery provision by 2018, with an increase of 33% by 2020. Therefore, the work in this plan will affect the outcome target for 2021 and beyond.

Over the past 5 years, Denbighshire County Council has invested in Welsh-medium places at Ysgol y Llys (Prestatyn), Ysgol Twm o'r Nant (Denbigh) and Ysgol Bro Dyfrdwy (Cynwyd). In addition, further capital investment has been agreed and included in Denbighshire County Council's Capital Plan and the 21st Century Schools programme in order to invest in Welsh-language facilities in the Ruthin area for Ysgol Penbarras and Ysgol Carreg Emlyn. As a result of the capital plans and the statutory offers that will be realised until 2020, there will be an increase in the number of Welsh-language places and a decrease in English-language places.

Denbighshire County Council will continue to monitor and measure the need for Welsh-language provision in order to ensure that there are sufficient places for the increase in the number of pupils and the development of 21st Century Schools projects. In September 2016, there were 2244 full-time Welsh-language primary places within the county with 2028 full-time pupils on the register. In order to increase the capacity in locations where there is less than 10% surplus places, we will develop additional capacity in these areas with finance available from Section 106 agreements. The effect on the closest Welsh-language provision is considered when calculating the contribution of nearby developments in accordance with Section 106 regulations. The Education and Children's Services

will lead on offers to expand the provision with Section 106 receipts and these offers will be in accordance with the objectives of this strategic plan and the county's Language Strategy.

We will hold a review to measure the need to meet the requirements of the 2013 regulations. To coincide with this work, we will continue to work with Mudiad Meithrin in order to monitor the number of children in pre-school settings, transfers to primary schools and the number of Welsh-language pre-school places in the County.

Currently, 73% of places in primary schools offer less than 50% of the curriculum through the medium of Welsh where pupils are assessed as studying Welsh as a second language. We will develop criteria that will enable us to target support for schools to increase how much Welsh is taught as part of the primary learning path. Every school will have a timetable for progress that will include key milestones in their school development plans. GwE and Denbighshire County Council will monitor every school's curriculum development, the Urdd will provide support to develop extracurricular activities through the medium of Welsh and Mudiad Meithrin will support pre-school provision.

The findings of the Childcare Sufficiency Assessment 2017 show that the current Welsh-language / bilingual provision is meeting parents' needs. The availability of Welsh-language provision varies with a lower percentage available in the north of the county, which matches the linguistic demographics of the county. For example, 23% of childminders in the north of the county speak Welsh or are bilingual, compared to 60% in the south of the county. The majority of the Welsh-language provision is pre-school or after-school provision or Cylch Meithrin. Through our capital projects in the Ruthin area, there will be room within new buildings that could be used to provide/expand pre-school care.

We will be developing and introducing an oral communication programme through the medium of Welsh to every child aged 3 – 5 in every childcare setting throughout Denbighshire. The programme will be developed in partnership with Mudiad Meithrin and will ensure that every nursery pupil will have basic oral skills and understanding at least by the time he/she is 5 years old. This will establish a strong skill base in the language and enable every school to improve achievement in the Welsh language. It will also provide a foundation for providing more of the foundation phase curriculum through the medium of Welsh in English-language settings.

We will improve the availability and standard of the information available to parents and guardians on Welsh in education. By working with partners including the Welsh Government, Mudiad Meithrin and Menter Iaith, we will review the current information that is available. This information will include information about the places that are available and the support that is available to pupils who are late arrivals. At the moment, the provision for late arrivals is provided on a peripatetic basis due to the varying geographical locations of the pupils who need support. When we have reviewed it, the information will be available through various platforms that will be recognised through a specific communications scheme. The communications strategy will be developed to ensure that the information reaches

the appropriate audience. Following publication, we will monitor the suitability of the information by contacting nursery applicants and monitor the transfer from Cylch Meithrin settings, and we will continue to update and adapt the information to ensure that it remains current and relevant.

**Outcome 2: More pupils will continue to improve their Welsh-language skills when transferring from primary school to secondary school**

The current situation *	2017/2018	2018/2019	2019/2020
21.3% - 254 of 1194	22%	23%	25%

\* Percentage of pupils assessed in Welsh as a First Language across the County at the end of Year 9.

Main objectives:

- Increasing the percentage of pupils assessed in Welsh as a First language across the County at the end of Year 9 to 25% by 2020.
- Increasing the number who transfer from KS2 to KS3 to 98% by 2020.
- Increasing the number of primary places that teach over 20% of the curriculum through the medium of Welsh to 40% by 2020.
- Increasing the proportion of teaching through the medium of Welsh in the foundation phase to over 50% by 2020 in schools that already teach between 20% and 50% of the whole curriculum through the medium of Welsh.

Supporting statement:

The Welsh Government's vision announced in its strategy 'Cymraeg 2050: A million Welsh speakers' presents the intention to move away from the concept of Welsh as a second language and for Welsh to be taught as one language. In response to this vision, in order to increase the number of pupils assessed in Welsh as a First Language at the end of year 9, we will work with Brynhyfryd and Dinas Bran schools in order to introduce the concept of Welsh as one subject and increase the number of children assessed in Welsh as a first language. As part of this work, we will look at the feasibility of establishing supportive intervention provision at Ysgol Brynhyfryd and Ysgol Dinas Bran. It is predicted that the provision will be a formal procedure within the two schools to support pupils that are assessed in Welsh as a First Language at the end of KS2 and who experience difficulties continuing to study through the medium of Welsh. In addition to this, there will be an opportunity for more able and talented second-language pupils to take advantage of further assistance to follow a Welsh as a First Language course.

In September 2016, 90% of pupils transferred from Welsh-language provision in KS2 to Welsh-language provision in KS3 within Denbighshire. This is a reduction of 7% compared to 2015. We intend to increase the number of pupils transferring to Welsh-language provision in KS3 by working with every secondary school that has Welsh-language provision in order to plan the transfers. As part of this work, we will monitor and analyse the number of pupils who continue in Welsh-language

provision when transferring from KS2 to KS3 in order to set appropriate targets on an individual school level.

We will also look at the information that is available during the school admissions process. To coincide with the activity, the Language Charter data will be used to show the gaps in opportunities for children and young people to use the Welsh language socially and we will work with partners to target activities in these areas for pupils in years 5 to 8.

Currently, 69% of English-language primary school places in Denbighshire provide less than 20% of education through the medium of Welsh. We will know which schools have the capacity to increase the education provided through the medium of Welsh by 2020 and will target the support for individual schools in order to increase how much Welsh is taught on the timetable agreed by the school.

Milestones will be incorporated within the schools' development plans with the aim of ensuring that 40% of primary places will provide over 20% of the curriculum through the medium of Welsh by 2020.

At the schools where Welsh is used as the teaching medium for between 20% and 50% of the whole primary curriculum (Ysgol Dyffryn Iâl, Ysgol Caer Drewyn, Ysgol Carrog and Ysgol Bryn Clwyd), we will provide support to enable these schools to provide more of the Foundation Phase through the medium of Welsh by 2020. By collaborating with GwE, we will agree a timetable with every school and incorporate key milestones in the school development plans.

The capital project at Ysgol Glan Clwyd will ensure that there are adequate Welsh-language secondary places for pupils who live in the north of the county. This project will ensure that there are 1250 places at Ysgol Glan Clwyd in order to support the proposed increase in need.

**Outcome 3: More students between 14-16 studying for qualifications through the medium of Welsh**

**Outcome 4: More students between 14-19 studying subjects through the medium of Welsh, in schools, colleges and work-based learning.**

The current situation and targets associated with the percentage of learners who register to study the Welsh (First Language) GCSE and who registered to study at least five further qualifications through the medium of Welsh are seen below:

The current situation	2017/2018	2018/2019	2019/2020
100% 216 pupils (2016)	100%	100%	100%

The current situation and targets associated with the percentage of learners who register to study the Welsh (First Language) GCSE and who registered to study at least two further qualifications at level 1 or level 2 through the medium of Welsh are seen below:

The current situation	2017/2018	2018/2019	2019/2020
100% 216 pupils (2016)	100%	100%	100%

List your main objectives for achieving this outcome (list your objectives as bullet points).

- Increase the number of Year 11 learners who study 5 subjects or more through the medium of Welsh to 260 pupils by 2020;
- An increase of 25% in the number of pupils at Ysgol Brynhyfryd and Ysgol Dinas Bran who are studying 5 or more subjects through the medium of Welsh.
- Maintain and develop the Welsh-language vocational options across the County.
- Increase the percentage of learners between 16 – 19 who study 2 subjects or more through the medium of Welsh in schools to 22% by 2020.
- Use the schools' data results to respond to and improve Welsh-language education provision.
- Arrange at least 30 Welsh-language courses annually in formal partnership until 2020;

Supporting statement:

The three schools within Denbighshire that provide Welsh-medium education are Ysgol Glan Clwyd, Ysgol Brynhyfryd and Ysgol Dinas Bran. The pupils of Ysgol

Glan Clwyd study all their subjects through the medium of Welsh. There is a Welsh stream at Ysgol Brynhyfryd and Ysgol Dinas Bran (See the data appendix for more information about the number who are studying through the medium of Welsh).

The objective stated in outcome 2, namely to start presenting the Welsh language as a subject for pupils who attend Ysgol Brynhyfryd and Ysgol Dinas Bran, will enable more students to follow subjects through the medium of Welsh. This will enable both schools to ensure the viability of their current Welsh-language GCSE choices and give the opportunity to increase the number of Welsh-language GCSE courses that are available in the future.

The number of learners between 16 - 19 who study two subjects or more through the medium of Welsh has varied over the past four years from 11.3% to 21.4% depending on the size of the group and individuals' choices. As a result of the variation and the challenge of maintaining the current provision, an ambitious target has been set to increase the percentage of students who study 2 subjects or more through the medium of Welsh to 22% by 2020. In this context, a target to increase and maintain the number of learners to over 230 has been set.

In partnership with the GwE challenge advisers, we intend to monitor schools' outcomes in order to encourage additional challenges and support in order to improve Welsh-language education provision.

The majority of post-16 Welsh-language courses are provided at Ysgol Glan Clwyd. Every course at Ysgol Glan Clwyd is provided through the medium of Welsh with some courses offered at Ysgol Brynhyfryd depending on need. We intend to maintain the current offer of a minimum of 30 Welsh-language courses every year in formal partnership until 2020. We also intend to continue to work with Coleg Llandrillo, Coleg Cambria and Ysgol Brynhyfryd to offer more opportunities for students to continue with post-16 Welsh-language education.

### Outcome 5: More students with higher skills in Welsh

First Language	Current situation	2017/2018	2018/2019	2019/2020
Foundation Phase Outcome 5	91.9%	92%	92.5%	93%
Key Stage 2 Level 4+	90.6%	91%	91.5%	92%
Key Stage 3 Level 5+	92.5%	93%	93.5%	94%
Key Stage 4 Grades A* - C	73.6%	74%	74.5%	75%

#### Main objectives:

- Increase the achievement in Welsh as a first language as follows by 2020.
  - 93% of Foundation Phase pupils achieving outcome 5.
  - 92% of Key Stage 2 pupils to achieve Level 4 +
  - 94% of Key Stage 3 pupils to achieve Level 5 +
  - 75% of Key Stage 4 pupils to achieve A\* - C.
- Ensure that achievement in Welsh as a second language is 60% A\* - C by 2020.
- Improve Welsh-language oral skills and understanding across all key stages by 2020.

#### Supporting statement:

The authority has undertaken to maintain and improve the level of Welsh as a first language across all the key stages. The targets set are ambitious for every measure and are based on the strong development seen up to 2016. We will work with GwE to earmark schools that need additional support in order to improve achievement. Additional support will be provided to provide the curriculum by GwE, appropriate experts and extra-curricular support by partners.

The authority has committed to improve achievement in Welsh as a second language. In 2016, 72.1% of learners achieved A\* - C in the full Welsh second language GCSE course and 52% achieved A\* - C in the short Welsh second language GCSE course.

The target of 60% A\* - C is challenging given the increase in the students who will be following the course by 2020 due to the fact that WJEC has cancelled the short Welsh second language GCSE course. In 2016, 53% of students in English-language settings were studying the short course.

Oral Welsh skill levels at every key stage will be improved by:

- Developing centres within schools that will maintain a support network for nearby schools to develop Welsh-medium activities.
- Working with the Urdd to target the provision of activities through the medium of Welsh outside school hours in areas that are revealed by the language charter data.
- Working with the Urdd to target extra curricular activities in English-medium schools that increase how much Welsh is used as part of the school's curriculum.
- Facilitate community activities such as social events and Welsh lessons for adults.

The Council has an agreement with the Urdd to provide Welsh-language Youth Services in the County via a service level agreement. As a result, the Urdd has a leading role in the County in terms of supporting informal use of the language. The action plan recognises the role of other organisations in supporting the informal use of the language including the County Youth Forum, Schools, Menter Iaith, Young Farmers' Clubs and Sport Clubs. One of the action plan's priorities will be to avoid the duplication of activities in certain areas in order to ensure participation.

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## **Outcome 6: Welsh-medium Additional Learning Needs Provision**

Main objectives:

- Evaluate the Welsh-medium additional learning needs (ALN) provision in order to note any gaps annually until 2020.
- Develop flexible outreach provision to support more learners within mainstream provision.
- Develop the linguistic skills of language staff to respond to the changes in need.
- Facilitate opportunities to learn and socialise through the medium of Welsh within Ysgol Tir Morfa and Ysgol Plas Brondyffryn.

Supporting statement:

Denbighshire County Council has committed to ensuring that children and young people with ALN receive equal language support through the medium of Welsh. The capacity of the current service will be assessed annually and we will tackle any gaps that are noted in the provision. Patterns will be monitored and where there are any gaps that are being bridged at the moment, long-term solutions will be developed.

Denbighshire County Council has committed to ensuring that students in mainstream Welsh-medium provision will receive the same level of support through the medium of Welsh as that given in mainstream English provision. We will explore ways of developing this support further within mainstream provision in order to respond to the needs of individual learners.

Individual learners need staff who support them to gain the appropriate language skills. We will develop the language skills of staff in specialist locations to enable them to respond to changes in need.

We will collaborate with partners to facilitate the links between schools and to support opportunities to learn and socialise for learners with additional learning needs. Partners will work with Ysgol Plas Brondyffryn and Ysgol Tir Morfa to improve the use of Welsh within the context of the Welsh ethos of the schools.

## **Outcome 7: Workforce planning and continuous professional development (CPD)**

Main objectives:

- Note the current gaps and gaps in the future from the perspective of the Council, schools, and in terms of the support needed from GwE.
- Target the development of the current workforce's skills.
- Create opportunities to develop the skills of Education and Children's Services staff.
- Target the development of skills in the school development strategies within the context of improving standards.

Supporting statement:

We will hold an inspection of Welsh-language skills in order to earmark current gaps in skills and where gaps are likely to appear in the future. Changes in how much Welsh is taught in English-language schools will affect the skills needs of staff and the language support needed from GwE and the Council.

Access to the Welsh sabbatical scheme will be targeted at priority areas as stated in outcomes 1 to 6 of this strategic plan. As schools increase how much Welsh is taught, training such as the sabbatical scheme will be used strategically to support the development of the skills of teachers and teaching assistants.

We will create opportunities to develop Welsh-language skills within the Education and Children's Services and by implementing the Council's language mentor programme under the Language Strategy. Staff who speak Welsh will mentor learners to help them practice and become confident when speaking Welsh. This will allow the staff to develop their skills and ensure that the service maintains the Council's Welsh standards.

We will work with schools to incorporate the development of staff skills in every school development plan. This will enable every school to receive a specific target for developing Welsh-language skills based on their current skill level that is achievable and accountable. This will also enable schools to increase how much Welsh is taught in order to have a measurable indicator to support the strategic objective. School governors will also receive training on this strategic plan and be encouraged to include the Welsh language in their annual report to parents.

**Report To:** Welsh Language Committee  
**Date of Meeting:** 18 December  
**Lead Member / Officer:** Bobby Feeley / Nicola Stubbins  
**Report Author:** Margaret Watkins, Staff Development Officer  
**Title:** More Than Words framework

## 1. What is the report about?

This report sets out work carried out in relation to development of the Mwy Na Geiriau / More Than Words framework

## 2. What is the reason for making this report?

To inform members of the progress made in relation to the framework

## 3. What are the Recommendations?

To note the contents of this report.

## 4. Report details

'Mwy na geiriau'/More than just words is a framework for promoting the Welsh Language in Health, Social Services and Social Care. The aim of the framework which was published in 2012 is to ensure that organisations recognise that language is an intrinsic part of care and that people who need services in Welsh get offered them. This is called the 'Active Offer'.

As part of the 'Mwy na Geiriau' framework, there is a need to ensure that citizens can:

- receive high quality language appropriate care;
- access Welsh language services across social services and social care when they need it;
- be assured through the provision of the 'Active Offer' that they are treated with respect and dignity.

Within Denbighshire Social Services there is a clear commitment to delivering change and improving services in order to ensure that Welsh language need is a key component of care, to include services provided by the independent and third sector.

For 2017-18, the actions which the Council will implement will include:

- providing details on how services are currently meeting Welsh speakers' needs alongside targets to ensure improvement;
- ensuring the Welsh language capabilities and competence of staff are embedded in human resource and recruitment procedures;
- sharing best practice in providing Welsh language services and how to make an "Active Offer" with all staff employed directly or within commissioned services:

- providing language training and resources for all staff and opportunities for Welsh speakers to increase their confidence in delivering services in Welsh.
- providing Welsh language interfaces and software (such as Cysgliad) to social services and social care services staff to enable and help them to work bilingually.
- The Welsh Government require an annual report from Denbighshire on the delivery of specific actions in implementing the framework. Further monitoring of the implementation of the framework will focus on users' experience of the service and existing monitoring systems (eg within CSSIW inspections).

#### **5. How does the decision contribute to the Corporate Priorities?**

The framework contributes to the health and well-being of residents, as well as promoting the active offer of receiving services through the medium of Welsh. This is in line with the commitment made in the Council's Welsh Language Strategy to increase opportunities for people to access Welsh language services. It is also in line with the requirements of the Welsh Language Standards.

#### **6. What will it cost and how will it affect other services?**

This framework predominantly affects social services, although there is cross-over with the work that is being carried out corporately.

#### **7. What are the main conclusions of the Well-being Impact Assessment?**

Whilst no formal Well-being Impact Assessment is needed for this report, it is worth noting some of the key benefits in relation to the Well-Being and Future Generations (Wales) Act 2015 and the Welsh Language Standards.

One of the key components of the well-being and Future Generations (Wales) Act 2015 is having: "A Wales of vibrant culture and thriving Welsh language : A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation".

The Council also has a role, through its Welsh Language Standards, to promote opportunities for local communities to get involved in Welsh Language activities.

#### **8. What risks are there and is there anything we can do to reduce them?**

The main risk is the failure to meet the actions set out in an annual action plan and residents not being able to access services through the language of their choice.

To reduce these risks, a monitoring group is in place and meets every three months to track progress.

A programme of communication and training has taken place to ensure that all social services staff understand and are actively actioning the activities laid out in the framework.

WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME

Meeting	Item (Description / Title)		Purpose of Report	Lead member and Contact Officer
<b>March 2018</b>	1	Welsh Language Standards (self-assessment)	To consider an update on the self-assessment	Cllr Huw Hilditch-Roberts / Gareth Watson
	2	Update on progress with the Welsh Language Strategy	To brief the Committee on the Council's Welsh Language Strategy	Cllr Huw Hilditch-Roberts / Gareth Watson
	3	Welsh Language Officer role	To brief the Committee on the new Welsh Language Officer role	Cllr Huw Hilditch -Roberts Gareth Watson
	4	Eisteddfod yr Urdd – Update on progress	To update Members on progress with corporate arrangements for the Eisteddfod	Cllr Huw Hilditch-Roberts / Gareth Watson
	5	Joint Working between Denbighshire Youth Service and the urdd	To brief the Committee about the on-going work between Youth Service and the Urdd to enhance the provision for young people	Roger Ellerton
<b>June 2018</b>	1	Progress with the Welsh Language Standards (self assessment)	To consider an update on the self-assessment	
	2	Annual Welsh Language Monitoring Report	To agree the Annual Welsh Language Monitoring Report which need to be published by June 30.	Cllr Huw Hilditch-Roberts Gareth Watson
	3	Role of the Welsh Language Champions	To update Committee members about the on-going work of the Welsh Language Champions	Cllr Huw Hilditch-Roberts Gareth Watson

**Note for Officers – Report Deadlines**

<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>
<i>March</i>		<i>June</i>			

Updated 05/12/2017 KEJ

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