

To: Chair and Members of the Welsh  
Language Steering Committee

Date: 15 November 2024

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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 **THURSDAY, 21 NOVEMBER 2024** in **BY VIDEO CONFERENCE**.

Yours sincerely

G Williams  
Monitoring Officer

## **AGENDA**

### **1 APOLOGIES**

### **2 DECLARATIONS OF INTEREST (Pages 3 - 4)**

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

### **3 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.

### **4 MINUTES (Pages 5 - 8)**

To receive the minutes of the meeting of the committee held on the 2 July 2024

### **5 WELSH LANGUAGE MAINSTREAMING REPORT IN THE CORPORATE PLAN 2022-27 (Pages 9 - 12)**

To receive a report by the Welsh Language Officer detailing how the Welsh Language and Welsh Culture are mainstreamed throughout the six themes of the Corporate Plan (copy attached).

**6 CATEGORISING LANGUAGE LEVELS AMONG STAFF**

To receive a verbal update by the Welsh Language Officer regarding the Categorising Language Levels Among Staff.

**7 FOR INFORMATION - WELSH IN EDUCATION STRATEGIC PLAN**

(Pages 13 - 22)

To receive an information report regarding the Welsh in Education Strategic Plan (WESP) (copy attached); which was discussed at the Performance Scrutiny Committee on the 26 September 2024.

**8 FORWARD WORK PROGRAMME (Pages 23 - 24)**

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

**MEMBERSHIP**

**Councillors**

Ellie Chard  
Ann Davies  
Huw Hilditch-Roberts  
Carol Holliday  
Paul Keddie

Arwel Roberts  
Cheryl Williams  
Huw Williams  
Emrys Wynne

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## LOCAL GOVERNMENT ACT 2000

### 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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## WELSH LANGUAGE STEERING COMMITTEE

Minutes of a meeting of the Welsh Language Steering Committee held by video conference on Tuesday, 2 July 2024 at 10.00 am.

### PRESENT

Councillors Ellie Chard (Vice-Chair), Ann Davies, Huw Hilditch-Roberts, Carol Holliday, Paul Keddie, Arwel Roberts and Emrys Wynne (Chair)

### ALSO PRESENT

Corporate Director: Governance and Business (GW); Communications and Marketing Manager (CHO); Committee administrators (NH (Host) RhTJ)

#### 1 APOLOGIES

Apologies were received by Councillor Gill German.

#### 2 DECLARATIONS OF INTEREST

None.

#### 3 APPOINTMENT OF CHAIR

The Corporate Director: Governance and Business sought nominations for the chair position for the municipal year 2024-25.

Councillor Ellie Chard proposed that Councillor Emrys Wynne be appointed chair, which was seconded by Councillor Ann Davies.

As There were no other proposals, Emrys Wynne was appointed chair, and all present agreed.

**RESOLVED** that Councillor Emrys Wynne be nominated as chair for the municipal year.

#### 4 APPOINTMENT OF VICE-CHAIR

The chair asked the committee whether they had any nominations for the municipal year's vice chair position.

Councillor Ann Davies proposed that Councillor Ellie Chard be appointed vice chair, seconded by Councillor Huw Hilditch-Roberts. Since there were no other proposals, Councillor Ellie Chard was appointed vice chair, and all present agreed.

**RESOLVED** Councillor Ellie Chard be appointed vice chair for the municipal year.

#### 5 URGENT MATTERS AS AGREED BY THE CHAIR

None.

## **6 MINUTES**

The minutes of the Welsh Language Steering Committee held on 15 November 2023 were submitted

***RESOLVED** that subject to the above, the minutes of the previous meeting held on 15 November 2023 be received and approved as a correct record.*

## **7 ANNUAL WELSH LANGUAGE MONITORING REPORT**

The Communications and Marketing Manager presented the Annual Welsh Language Monitoring Report (previously circulated). The Council was expected to produce an annual report on its website, and the report was expected to detail the progress made with the Welsh Language. It was a statutory duty, by the Standards, for the Council to comply by publishing a report; the report reflects the Council's commitment to work towards increasing the number of Welsh speakers in the county and to contribute positively towards the national campaign to increase the number of Welsh speakers to one million by 2050.

The Promoting Bilingualism and Welsh Education and the education department pages on Denbighshire County Council's website have been updated to promote Welsh-medium education. The website previously provided extensive information about the benefits of Welsh education, where to get help, the Welsh schools, support for latecomers, and immersion classes. Information about the benefits of Welsh education is also regularly shared on the county's other digital platforms.

Welsh Language postcards were produced in partnership with Menter Iaith Sir Ddinbych to share information about the benefits of being bilingual and Welsh education. The cards would be distributed to relevant stakeholders, e.g., health visitors, midwives, Mudiad Meithrin, and schools.

Members were informed by officers that many elements of the report were not carried out as much as they liked, as the position of Welsh Language Officer was vacant. However, they had appointed a new officer who had experience working for Menter Iaith and also within education. They would be in post in August. Hopefully, this appointment would allow the work to be maintained as when the previous officer was in post.

Members discussed the following further –

- Members wanted to thank the Communications and Marketing Manager for their work and contribution to the report and for maintaining the work of the previous Welsh Language Officer. They also thanked the report.
- The committee highlighted the importance of the Welsh Language champions throughout the Council. They were vital to encouraging the Welsh language and culture in the Council, and their roles needed to be maintained and protected. They also outlined how they could learn from services like Menter Iaith in the work they carry out.

- The Corporate Director: Governance and Business agreed on comments on the Welsh Language champions and highlighted how the Welsh language had been used more in formal meetings, which was good for the general public to realise the language was used and encouraged by the Council.

***RESOLVED*** that the Welsh Language Steering Committee note the content of the Annual Welsh Language Monitoring Report.

## **8 FORWARD WORK PROGRAMME**

The committee's forward work programme was presented for consideration.

The committee was informed of the planned items on the forward work programme. These were –

- Mainstreaming the Welsh language through the Corporate Plan
- Update on the Strategic Plan in education
- Categorising language levels among staff
- Update regarding the Eisteddfod if applicable.

Members were informed that the forward work programme would include dates for the 2025 meetings once the full Council agreed upon them. Members were also encouraged to suggest items for the forward work programme.

***RESOLVED*** that, subject to the above, the Committee's Forward Work Programme be received and noted.

***The meeting concluded at 10:40 am***

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**Report to:** Welsh Language Steering Committee

**Date of Meeting:** 21 November 2024

**Lead Member/Officer:** Councillor Emrys Wynne / Gary Williams, Corporate Director

**Report Author:** Gerallt Lyall, Welsh Language Officer; Catrin Hughes-Owen, Team Leader – Communications and Campaign Management

**Title:** Welsh Language Mainstreaming Report in the Corporate Plan 2022-27

## 1. What does the report discuss?

How to ensure that Welsh Language and Culture is mainstreamed into the Corporate Plan and how to monitor this.

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

To discuss and agree on how to ensure that the Welsh Language and Welsh Culture are mainstreamed throughout the six themes of the Corporate Plan and to establish ways to monitor this to ensure a positive impact on the Welsh Language and Culture across the county.

## 3. What are the recommendations?

- To discuss the suggestions in section 4.3 below for mainstreaming the Welsh language across the themes of the Corporate Plan.
- To agree on the role of the Steering Committee in governing and monitoring this work.

## 4. Report Details

### 4.1

With the themes of the Corporate Plan 2022 to 2027 now reduced from nine to six, and with the Welsh Language and Culture theme no longer a standalone theme, it is essential to ensure that Welsh Language and Culture are mainstreamed into the remaining six themes.

### 4.2

This report serves as a starting point for the Steering Committee to discuss the best process for achieving this and offers recommendations on how to proceed.

### **4.3**

The following proposals outline how this can be achieved and the role of the Steering Committee in accomplishing this work:

- The Welsh Steering Committee takes a leading role in providing governance and oversight of Welsh language and culture-related indicators and activity in support of the Corporate Plan, with the aim that this monitoring work coincides with the Committee's work of monitoring and reporting on the County Council's Welsh Language Strategy 2023-28.
- The Welsh Steering Committee should satisfy itself that all reasonable opportunities to mainstream Welsh language and culture into each theme of the Corporate Plan are taken.
- The Committee should be clear that the Corporate Plan prioritises key indicators and activities. Detailed and fuller performance management frameworks are in place for the Welsh Language Strategy 2023-28 and WESP.
- The Welsh Steering Committee could include in its terms of reference an additional purpose to act as a 'critical friend' supporting groups to enhance the Welsh language and culture elements within Well-being Impact Assessments that are being developed.
- That Boards in place to deliver the Corporate Plan themes ensure Welsh Language and Culture is a core part of their thinking, and that they can demonstrate how opportunities to mainstream Welsh Language are being taken.

## **5. How does the decision contribute to the Corporate Plan 2022 to 2027: The Denbighshire We Want?**

The decision contributes to the development of a culturally vibrant county in Denbighshire where the Welsh language thrives, which is one of the key objectives of the Council's Corporate Plan 2022-27.

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

There will be no cost, but services will be required to prioritize the Welsh language and Welsh culture when planning their annual work programs.

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

No Well-being Impact Assessment required – initial discussion.

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

Consultations were held with the Lead Cabinet Member for the Welsh Language and the Lead Corporate Director.

## **9. Chief Financial Officer's Statement**

Not applicable.

**10. What risks exist, and is there anything we can do to mitigate them?**

Not applicable – initial discussion.

**11. Power to Make the Decision**

11.1 Welsh Language (Wales) Measure 2011

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<b>Report to</b>	<b>Performance Scrutiny Committee</b>
<b>Date of meeting</b>	<b>26<sup>th</sup> September 2024</b>
<b>Lead Member / Officer</b>	<b>Councillor Diane King, Lead Member for Children and Young People / Councillor Emrys Wynne, Lead Member for Welsh Language, Culture and Heritage</b>
<b>Head of Service</b>	<b>Geraint Davies, Head of Education</b>
<b>Report author</b>	<b>Marc Lloyd Jones, WESP Development Officer</b>
<b>Title</b>	<b>WESP Transformation</b>

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

- 1.1. To report on the progress made to date in delivering the Welsh in Education Strategic Plan (WESP) in all of the county's schools in line with the Welsh Government's vision for Welsh language provision

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

- 2.1. The report was requested by the Committee following discussion on a progress report in September 2023 in respect of the Delivery of Welsh Medium Provision.

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

- 3.1. Scrutiny are invited to discuss the details of the report and to identify any issues that it may seek further updates on to ensure that the Council is progressing the actions of the Welsh in Education Strategic Plan.

## **4. Report details**

- 4.1. The Council has a ten-year vision for increasing and improving the planning of the provision of Welsh-medium education in our area. This is articulated in the Council's Welsh in Education Strategic Plan (WESP). By September 2032 it is our

aspiration that 40% of all seven year old pupils will attend Welsh Medium Education.

- 4.2. To achieve this vision the Plan sets out seven outcomes which will contribute towards this aspiration. The Council is required to submit an annual report to Welsh Government on the progress against this Plan and a summary of progress is provided as Appendix 1.
- 4.3. The main progress against the plan includes a clear vision and support to develop projects; a dedicated Welsh Language Support Team provide excellent support and guidance to school staff in Denbighshire; information highlighting the benefits of bilingualism and Welsh medium education is on DCC website; 6 English medium primary schools have changed their language category and become T2 schools, committed (over a period of ten years) to increase the amount of Welsh taught at school with an aspiration of teaching 50% of lessons through the medium of Welsh. The number of latecomers to Welsh medium education and receiving specialised support is increasing; close collaboration with Welsh Advisory Team in Conwy CC is in place to share good practice and this is developing well.
- 4.4. Officers have created 'Sglein ar Lein' <https://sites.google.com/hwbcymru.net/sgleinarlein/hafan> , a website hosted via Hwb containing teaching resources for all school staff to develop Welsh speaking and listening skills and to encourage the social use of the Welsh language; This has been shared with all schools following launch at the Headteachers' Conference in June 2024.
- 4.5. A Cymraeg Campus framework for Denbighshire secondary schools (English medium) has been created and well received, leading to an increase in the use of Welsh at these schools. Welsh Government have shown a very keen interest in this work.
- 4.6. The main area of concern is a reduction in the percentage of learners who received education through the medium of Welsh in year 2 during 2023-24. During and after the pandemic, the number of pupils in two of our largest Welsh medium primary schools dropped significantly. This reduction saw the number of pupils receiving Welsh medium education in Year 2 drop from 28% in the WESP plan in September 2020 to 26.3% in September 2023. Numbers in these two schools,

however, are beginning to return to pre-COVID values. There is also an increased number of children attending Welsh-medium pre-school settings with a near 100% transitioning to Welsh medium primary schools. Financial stresses in all schools mean that delivering more Welsh may be challenging. There is also a national shortage of staff who speak Welsh and specialise in Welsh as a subject in addition to a national shortage in Welsh learning materials and resources. Officers work closely with schools to ensure effective support is available to meet these challenges and to ensure that Welsh is not impacted by these factors.

## **5. How does the decision contribute to the Corporate Plan 2022 to 2027: The Denbighshire We Want?**

- 5.1. A learning and growing Denbighshire – Implementing the WESP supports the aim to promote the learning and development of our children and young people and supporting schools to deliver against new standards and national guidelines. Denbighshire’s WESP sets out targets to achieve growth in Welsh medium education and improve the standards of Welsh language teaching.

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

- 6.1. Since the change in funding arrangements from Welsh Government for this financial year, the Cymraeg 2050 element of the Local Authority Education Grant is a total of £383,195. This funding is shared between the regional school improvement service and the local authority’s Welsh teams. The funding retained by the authority has been used to maintain the capacity of the advisory and immersion staff to allow the plan to progress.

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

- 7.1. As this is an update report to the Scrutiny Committee, a Wellbeing Impact Assessment has not been completed. The Impact Assessment which was completed when the Plan was approved in January 2022 identified that the WESP had the potential to positively impact on a Denbighshire of vibrant culture and thriving Welsh language, cohesive communities, a more equal Denbighshire and a more prosperous Denbighshire.

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

- 8.1. The WESP Coordinator regularly reports progress to the Welsh in Education Strategic Group. The membership of this groups includes a range of stakeholders, including Councillors, whom Denbighshire work with to promote development of the Welsh Language. An annual report is also written and submitted to Welsh Government, who scrutinise it and return any recommendations or suggestions.

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

- 9.1 The Council is facing significant financial challenges at present that will impact on the capacity to deliver services, projects and corporate priorities. As the Council works through the impacts the overall financial position needs to be kept in mind when discussing all reports going forward. The direct funding for this initiative currently coming from WG Grant is welcomed.

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

- 10.1. Strong retention of pupils in Welsh Medium schools throughout their education is key to delivery of the plan, together with the expansion of provision either via re designation of the language category of schools or the development of new Welsh-medium schools where appropriate. Financial pressures impact on professional development at schools and on their capacity to move along the language continuum and increase Welsh provision at their setting. A general lack of Welsh medium resources and Welsh speaking staff can impact progress.

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

- 11.1. The requirement to produce a Welsh in Education Strategic Plan ensures compliance with the provisions in relation to the Welsh in Education Strategic Plans (WESP) in the School Standards and Organisation (Wales) Act 2013 ('the Act') and the regulations made under it.
- 11.2. Scrutiny's powers in relation to the above are set out in Section 21 of the Local Government Act 2000 and Section 7 of the Council's Constitution.



### Summary of Progress Against WESP Outcomes

#### **Outcome 1: More nursery children/ three year olds receive their education through the medium of Welsh**

- Information about the benefits of bilingualism and Welsh education is prominent on the county's website and on Denbighshire's X page.
- We have collaborated with Menter Iaith Sir Ddinbych and RHAG to produce postcards to share in the community, which will contain QR codes directing parents and parents-to-be to information and events about the Welsh language and Welsh education.
- The number of Cylchoed Meithrin and the number of children attending the cylchoedd is increasing.
- The percentage of children who transfer from the Cylch Meithrin to a Welsh-medium primary school is increasing.
- The number of Welsh-medium Flying Start childcare places is increasing.
- There is now a cylch meithrin on the grounds of every school / or within close walking distance of every Welsh medium school in Denbighshire except for Ysgol Betws Gwerfyl Goch (however Cylch Ti a Fi has been established here). Cylch Rhuthun has moved to a converted building in Ruthin and therefore within walking distance of Ysgol Pen Barras. A Cylch Meithrin has reopened at Ysgol Bro Dyfrdwy.
- The authority has used a Childcare Sufficiency Assessment to identify areas for development.
- An application for funding was submitted to the Welsh Government's Childcare Capital Fund at the end of March for developments at Ysgol y Llys and Ysgol Bro Elwern. We are awaiting a response to this request from the Welsh Government.
- The development of sites in Ruthin and Ysgol Dewi Sant are long-term projects.
- Projects are underway to develop sites on the grounds of Ysgol Twm o'r Nant, Ysgol y Llys, Ysgol Gwernant, Llangollen and Ysgol Llanrhaeadr.

#### **Outcome 2: More reception class children/ five year olds receive their education through the medium of Welsh**

- The number and percentage of learners in the Reception Class who are taught through the medium of Welsh has been increasing, but the impact of the pandemic particularly on the two largest Welsh schools in the north of the county has seen the numbers decrease in 2023 -24.
- The number and percentage of learners in year 1 who are taught through the medium of Welsh has increased by 1.4% between 2022-23 and 2023-24.

- There are 8 Welsh-medium schools that are either full, or almost full.
- The highest number of empty places are in our largest schools. It must be noted, however, that the data does not include school nursery classes.
- DCSd, Menter Iaith and RHAG have been working together, by holding events and creating digital platforms to encourage parents in the north of the county to send their children to Welsh-medium schools.
- The numbers of learners initially registered at Y Llys and Ysgol Dewi Sant in September 2024 are significantly higher than in 2022 and 2023.
- The numbers of pupils in two of our smallest schools cause concern.
- Project developments in three schools are developing (Ysgol Bro Elwern, Ysgol Bro Cinmeirch and Ysgol Henllan) .
- Planning work is underway to build an extension to Ysgol Gwernant.
- 6 English-medium primary schools have indicated that they are category T2 schools. With the support of the authority's officers, the Welsh provision will increase in these schools over a period of time.
- The authority's officers work closely with the 6 T6 schools to map their linguistic journey and create detailed action plans to increase the use of the Welsh language.
- Denbighshire's model of supporting latecomers is evolving and developing well. Two members of staff provide outreach support to the latecomers and numbers have increased every term.

**Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another**

- The only category 1 and 3 primary school in the county has indicated that learners from the Nursery and Reception class this year will not have the option of choosing English as the medium of their education until they are in year 3. We are in constant discussions to explore the option of changing the school into a category 3, Welsh medium school.
- 93% of year 6 learners in Welsh-medium schools in Denbighshire go to a Welsh-medium school/stream in secondary school. 200 learners.
- County officials, head teachers of primary and secondary schools meet regularly to draw up clear strategies and procedures to encourage learners to continue with Welsh education in secondary school.
- Ysgol Glan Clwyd staff and county officials work together and visit some English medium primary schools to encourage learners to go to the immersion class in Glan Clwyd.
- County officials support year 6 individuals who have chosen to go to the immersion class.
- Plans are underway to open an immersion class at Ysgol Brynhyfryd.

**Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh**

- County officials work closely with the 6 T2 schools to map their linguistic journey, draw up detailed action plans, monitor developments and train and support staff.
- The number and percentage of learners registered for GCSE Welsh First Language and GCSE Welsh Second Language has increased.
- More learners are following an A-level Welsh (first language) course, but fewer are following an AS course.
- More learners follow a Welsh course as a second language at AS and A level.
- The two category 2 secondary schools offer more subjects through Welsh than in the previous year.
- We are in constant discussions with the two secondary schools in the south of the county to increase their offer to pupils to study more subjects through Welsh.
- Headteachers of the 3 schools that offer Welsh education are keen to look at e-ysgol as a means of offering more subjects through the medium of Welsh.
- We are in discussions with the Coleg Cymraeg Cenedlaethol to see how more students can be encouraged to study Welsh as a subject.
- Denbighshire's secondary networks have been created to offer support to Welsh coordinators.

### **Outcome 5: More opportunities for learners to use Welsh in different contexts in school**

#### *Siarter Iaith*

- The Welsh language support officer has created a 'Sglein ar Lein' website which is a very useful resource for teachers to use to develop learners' speaking and listening skills in progression steps 1, 2 and 3.
- The county's oracy scheme has been active in the Welsh-medium primary schools since September 2023 and will continue to be used during the next year.
- There are plans in place to create a website separate from 'Sglein Ar Lein' for promoting and celebrating Siarter Iaith.
- All Welsh-medium primary schools have received the gold award and we are monitoring progress at each school to ensure that the gold standards are maintained.
- There are also plans in place to collaborate with Conwy and Gwynedd to introduce a framework similar to Siarter Iaith in the Welsh-medium secondary schools (Glan Clwyd has established 'Byw'r Gymraeg' and we are in discussions to develop this further).
- Termly visits take place at each school to meet headteachers + coordinators, to train staff, share good practice and monitor progress.
- A LA officer is part of each school's self-evaluation process as well as helping to identify priorities for each school's Development Plan.
- Effective collaboration has begun with Conwy CC.

### *Cymraeg Campus*

- 25 English-medium primary schools have received the Cymraeg Campus bronze award.
- 7 English-medium primary schools have received the Cymraeg Campus silver award.
- Schools are targeted to aim to win the next award.
- The authority's officer supports schools effectively to introduce and use the Welsh language.
- DCC have created our own Cymraeg Campus Framework for the 7 secondary schools that deliver Welsh as a second language.
- The framework has been created and shared with the co-ordinators and management teams of the 7 secondary schools who are committed to implementing Cymraeg Campus.
- There are resources available and support for schools to receive the bronze, silver and gold award.
- Denbigh High School has received the bronze award and is being validated for the silver award in the Autumn term.
- It is anticipated that at least two more schools will receive the bronze award next year.
- The authority collaborates with the Urdd and Menter Iaith to prioritise support for schools and to draw up a schedule of visits.

### **Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018**

A detailed annual audit is made of the provision and support for ALN pupils through the medium of Welsh.

#### *The authority's ALN departments*

- All departments (apart from home schooling) are able to offer service and support in Welsh to learners who wish to do so.
- No department has refused support to any learner who wishes support through the medium of Welsh during the last three years.
- A lack of Welsh language resources is an issue.
- Recruiting staff who can speak Welsh is a problem.
- The authority has facilitated that a member of the council's staff is trained to be an educational psychologist. These individuals will work for the authority as an educational psychologist at the end of her training period.

#### *ALN coordinators of Welsh-medium schools*

- 81% of the coordinators state that their schools meet the learning needs of their ALN learners through the medium of Welsh. Main challenges – lack of resources, lack of Welsh speaking staff/assistants, learners' linguistic standard is generally low.

- 75% work together effectively as a cluster. Of the 25% who did not collaborate effectively, the school's ALN coordinator and the cluster's ALN coordinator were new to the job.
- 100% noted that there are not enough resources available through the Welsh language. Although resources are shared between schools, there are obvious gaps in assessment tests, series and reading books, resources to support spelling, intervention programmes such as Toe by Toe, checklists for disorders e.g. dyslexia, adhd and an IDL system in Welsh.
- 75% believe that the authority's ALN departments give good support to schools. 25% indicated that the main challenges here were a lack of materials, resources and Welsh speaking staff.

*The heads of the three special schools*

- There are very few Welsh-speaking learners in the schools.
- Although the offer and the provision are in the schools, no parent/learner has asked for aspects of the curriculum to be taught through Welsh in the last 3 years.
- Some children receive a small proportion of their education through the medium of Welsh.
- There are teachers and assistants in the three schools with the ability to support learners through the Welsh language.

Carrying out an annual audit has been very useful to stimulate conversation among the different stakeholders and to identify gaps in the provision. In general, the support through the Welsh language for ALN learners in the county is positive but we face obvious challenges, in particular the lack of Welsh language resources and the shortage of staff who can speak Welsh.

There is no pattern of pupils choosing (or moving) to English-medium education due to a lack of provision or resources in Welsh.

The most effective collaboration takes place within clusters to share resources and expertise.

There are cross-county meetings for the authority's ALN officers and we share services such as the Sensory Service with neighboring counties. Denbighshire's Educational Psychologist does some work through the medium of Welsh in other counties.

**Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh**

- There is an increase in the number of teachers who can teach/work through the medium of Welsh.
- There is also an increase in the number of teachers who are unable to teach/work through the medium of Welsh.
- There is no significant pattern in the data, but it reflects a national challenge to recruit Welsh-speaking staff.

- The authority continues to promote the sabbatical course and is proud to say that there are 5 teachers on the course this year with one of these teachers working in a transitional T2 school.
- School staff have received presentations about Learning Welsh courses from The National Center for Welsh Learning.
- The authority has arranged for 4 teachers from our T2 schools to attend a joint pilot course with teachers from Conwy County's T2 schools.
- There are 6 members of staff in the Welsh Language Support Team, meaning that there is support for staff and teachers in the primary and secondary sectors, Welsh or English medium as well as support for latecomers.
- The support structure has facilitated training sessions, meetings and visits in order to develop the use of the Welsh language in the schools.
- Secondary school networks have been extremely useful for Welsh language coordinators to discuss ideas and share good practice.
- Meetings were held to raise awareness among the head teachers of all the authority's schools about the need to plan deliberately to develop the workforce and to increase the Welsh language provision.
- The officers of the Welsh Language Support Team have created and shared a Welsh language development plan with school leaders, indicating step by step, how to develop speaking and listening skills and how to increase the social use of Welsh.
- A comprehensive training program has been shared by the authority.
- The 'Sglein ar Lein' website is a great resource for teachers to enable them to present language patterns to learners.
- Denbighshire County Council and GwE officers identify potential leaders within the Welsh sector and develop them professionally.
- 5 Headteacher positions in a Welsh language school have been filled this year.
- Recruitment to the childcare sector is a concern as the cylchoedd cannot be open if the staff member does not have the correct qualification.
- Mudiad Meithrin provides many opportunities for staff through courses such as Step by Step and Croesi'r Bont for the staff of cylchoedd meithrin and also for the staff of English placements.
- Mudiad Meithrin work closely with schools and offers their service to school staff
- The Early Years Inclusion and Early Education Team has appointed two Welsh-speaking consultant teachers. They support cylchoedd, provide Welsh language training for the staff of the settings and work together with Mudiad Meithrin and Welsh language consultant teachers to support the promotion of the Welsh language in English speaking settings.
- The Child Care and Play Development Team works in partnership with PACEY Cymru to recruit Welsh speakers to consider a career in childcare.
- Training through Camau is promoted to support practitioners who want to develop their linguistic skills.

**WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME**

<b>Meeting</b>	<b>Item (Description / Title)</b>	<b>Purpose of Report</b>	<b>Lead Member / Contact Officer</b>	<b>Date Entered / Updated By</b>
<b>+</b>				
<b>5 March 2025</b>	Update regarding the Eisteddfod	To receive any updates on the Eisteddfod.	Gary Williams	
<b>1 July 2025</b>	Update regarding the Eisteddfod	To receive any updates on the Eisteddfod.	Gary Williams	
	Nomination of chair	To nominate a chair for the municipal year 25/26		
	Nomination of vice chair	To nominate a vice-chair for the municipal year 25/26		
<b>13 November 2025</b>	Update regarding the Eisteddfod	To receive any updates on the Eisteddfod.	Gary Williams	

<b>Future Items -</b>				

**Note for Officers – Report Deadlines**

<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>	<i>Meeting</i>	<i>Deadline</i>

**WELSH LANGUAGE STEERING COMMITTEE FORWARD WORK PROGRAMME**

Updated 04/10/24 RhTJ