

Report

Cabinet



Part 1

Date: 20 December 2017

Subject Welsh Education Strategic Plan (WESP) 2017 - 2020

Purpose To approve Newport's WESP for submission to Welsh Government

Author Education Service Manager, Planning and Resources

Ward ALL

Summary The School Standards and Organisation (Wales) Act 2013 requires local authorities to prepare a Welsh in Education Strategic Plan (WESP). WESPs are intended to set out the Authority's vision for how Welsh medium and Welsh language education is planned and developed locally.

WESPs from all 22 local authorities were submitted, as required to Welsh Government by February 2017. A review of all of the WESPs was undertaken on Welsh Government's behalf and Authorities have been asked to consider revising their proposals following feedback and to re-submit them following consultation with key stakeholders. A number of revisions to Newport's WESP are being proposed and are outlined in the following report.

Proposal **Cabinet is requested to consider the feedback and approve the revised WESP for submission to Welsh Government.**

Action by Chief Education Officer

Timetable The WESP should be submitted to Welsh Government once approved by Cabinet. The WESP covers the period 2017 to 2020 and includes actions and targets for this time period.

The Consultation process for WESPs is set out in Section 82 of the School Standards and Organisation (Wales) Act 2013. As such the following have been consulted:

- Neighbouring local authorities
- The head teacher of each school maintained by it
- The governing body of each school maintained by it
- Each institution within the further education sector in its area
- Other prescribed persons eg. the Welsh Language Commissioner, the Early Years Development and Childcare partnership, Her majesty's Chief Inspector of Education and Training , such organisations providing services to children and young people as the local authority considers appropriate, such persons or bodies as appear to the local authority to be appropriate.

The Cabinet Member for .Cabinet Member for Education and Skills has been consulted on this report

Background

1. The School Standards and Organisation (Wales) Act 2013 requires local authorities to prepare a Welsh in Education Strategic Plan (WESP). WESPs are intended to set out the Authority's vision for how Welsh medium and Welsh language education is planned and developed locally.
2. Guidance for preparation of WESPs provides the context for which WESPs should be prepared – the Welsh Government's strategy for the Welsh language and the vision of a million Welsh speakers by 2050 (Cymraeg 2050). Whilst the Council hasn't had formal feedback about the 21st Century Schools Band B proposal, the Council has been advised that it is required to align our strategic aspirations for our schools capital programme with how it will contribute to achieving our WESP and Cymraeg 2050.
3. The School Standards and Organisation (Wales) Act 2013 states that Welsh Ministers must exercise the following in relation to WESPs, they have the powers to approve the plan as submitted; approve with modifications; or to reject the plan and prepare another.

Development of the WESP

4. The development of Newport's WESP for 2017 - 20 began in October 2016 before being submitted to Welsh Government as required for a February 2017 deadline. In March 2017 Welsh Government announced that all WESPs would be the subject of a review which would be undertaken by former AM and Wrexham Council Leader, Aled Roberts. Formal feedback from this review was provided by the Minister for Lifelong Learning and Welsh Language about Newport's WESP in August 2017 along with an invitation to address the issues raised and to submit an amended plan.

5. The feedback about Newport's WESP from the Minister was as follows:

- Ambitious targets must be set in order to increase the numbers in Welsh Medium education
- Need to set targets and actions to ensure adequate provision for early years
- Identify how to address the lack of capacity at Bro Teyrnnon*
- Establish a guideline to ensure that the new schools being built by developers serve the Welsh medium sector
- Need commitment to open a fourth Welsh medium primary school
- Need more detail regarding the location, model and capacity of the centre for latecomers*
- Set timetable and objectives for Additional Learning Needs assessment

(* NB: we are not aware of lack of capacity at Bro Teyrnnon; Newport does not have a separate centre for latecomers (children who are immersed in Welsh to develop their language skills) but a protocol whereby each of our three primary schools provides support).

6. Revisions were made to Newport's WESP in response to this feedback and the WESP was then subject to further consultation with stakeholders as required by School Standards and Organisation (Wales) Act 2013. This consultation closed on 13 November 2017.

7. Feedback from stakeholder consultation

Feedback was received as a result of the consultation from six organisations/sources; Newport Welsh medium head teachers, Early Years Development and Childcare Partnership, Menter Iaith Casnewydd, Mudiad Meithrin, Welsh Language Commissioner and Newport Parents for Welsh Medium Education (RhAG) . Feedback can be summarised as follows:

Targets for increasing the numbers of children in Welsh medium schools: the data included in the WESP are projections of the current children rather than targets for increased numbers and

the creation of demand. These should be targets and they should be more ambitious and take account of the expanding population in Newport. Targets should be set beyond the timescales of the WESP. Spare capacity within Welsh Medium primary schools is in older year groups – when considering need for expansion of Welsh medium education, greater weight should be given to rising 3s and Foundation phase. Clarity is required about the use of demand surveys to determine expansion of Welsh Medium education. Late comers should be included within the targets. Targets for transition of children from KS2 to KS3 should be more ambitious.

Early years' education: there is pressure on nursery provision in the Welsh medium schools. The number of non-maintained setting places for nursery needs to increase. Mudiad Meithrin expect to be given targets for opening of new provision and can provide training for Welsh speakers to level 3 in childcare. The sustainability of early years settings has been undermined by recruitment and retention of appropriately qualified Welsh speaking employees.

New Welsh Medium Primary: a clear commitment should be included to opening a new Welsh medium primary school – there should be a policy to do so on new housing developments. A dual medium (Welsh/English co-located school) option is not appropriate for Newport. Expansion of existing schools should be discussed with the Governing Bodies in those schools.

Promotion of Welsh Medium education: there should be more details about what this will include within the strategy. Promoting the benefits of being bilingual should go hand in hand with opening of new day care. Promotion of Welsh language should become core function of the Council's marketing team.

Transport Policy: the council should review its policy on transport as a means of supporting the expansion of Welsh medium education and to ensure that opportunities in Welsh Medium are as available as English Medium.

Workforce: a Welsh speaking Educational Psychologist is needed to support the children in Welsh medium schools. Greater CPD opportunities should be made available to develop a bilingual workforce to support the WESP.

Proposed revisions following consultation:

Targets for the number of children in Welsh Medium education:

8. It is generally recognised that in recent years Newport has made a commitment to Welsh Medium education with the opening of Ysgol Gyfun Gwent Is Coed the new secondary school and now having three Welsh Medium primary schools allowing increasing numbers of children to become bi lingual. Today 720 primary school children and 164 secondary school children are taught in Welsh medium schools within the city. Capacity remains within the existing schools, though it is recognised that within the timescales of the next WESP (2020-2025) plans for additional places will be needed.
 - It is recommended that WESP should include a commitment to begin to plan with the governing bodies of Ysgol Gymraeg Casnewydd and Ysgol Gymraeg Bro Teyrnnon for expansion as part of a future 21st century schools programme.
9. Targets within the current WESP, reflect realistically the numbers of children who will be in Welsh Medium education within the relatively short timescales of the WESP to 2020. To increase these numbers within this timescale would require more children being immersed in Welsh and transferring to Welsh medium schools.
 - It is recommended that the targets for Primary school pupils should be increased to take account of additional 'late comer' children who will be immersed in Welsh and so transfer to Welsh medium schools. This will be supported by a stream of work within the Welsh

education promotional strategy. Children moving 'in year' between schools and into Newport as new residents will be actively offered opportunity for immersion.

Early Years Education:

10. Places available in non-maintained early years settings are very limited across the city and mean that the choice available for parents is limited compared to English medium settings. This year, the number of children applying for a nursery place at one of the Welsh medium primary schools has exceeded what had been planned and the number of available places has been expanded at Ysgol Gymraeg Casnewydd as a result. There are plans for a new Meithrin to be opened on the site of Ysgol Gymraeg Bro Teyrnnon in September 2018 and also a Meithrin at Ty Chuckles in Bettws which will help to provide more choice for parents and nursery places for children. Sustaining early years settings has been problematic because it has been difficult to attract appropriately skilled Welsh speaking work force.
 - It is recommended that the target for increasing the number of early years and nursery places should be increased and that a strategy is agreed with the Early Years Development and Child Care Partnership and Mudiad Meithrin for achieving this. Newport will work with regional partners in planning the development of the early years settings and to attract appropriately trained Welsh speaking workforce.

New Welsh medium primary school:

11. Newport is a city whose population is expanding. The overriding objective of Newport's 21st Century schools Band B Strategic Outline Plan (approved by Cabinet in July 2017) is to ensure that we have adequate school places available to support this expanding population. There are just two other Authorities in Wales that have a similar issue to tackle (Cardiff and Wrexham). It is in this context that Newport considers its WESP alongside Welsh Government's policy Cymraeg 2050 which seeks to double the number of Welsh speakers by the middle of the century.
12. There are plans within the city to open four new schools over the next decade, all being provided by developers as part of 106 agreements. The WESP and the Council's 21st Century Schools Band B proposal make a commitment to scope whether these should be English, Welsh or dual medium when they open allowing the city to consider how it can manage the pressures of a growing city alongside its responsibilities to delivering the Welsh Government's Cymraeg 2050 strategy.
 - It is recommended that the commitment to scope the language medium of the new developer schools be included within the WESP. Acknowledging that demand for Welsh medium education is spread across the city and the Council's role delivering Cymraeg 2050, this scoping exercise should not be confined to the immediate area of the development.

Promotion of Welsh medium education

13. The WESP already commits to a strategy to promote Welsh medium education. A sub group of the WEF will take forward this strategy and the Council will involve relevant officers in the delivery of the promotion strategy.

Transport Policy

14. Transport policy and guidance has been subject to amendments in various services across the Authority in recent years, generally in the pursuit of making services more efficient. There are

concerns about the budget viability and sustainability of amending the transport policy in Education as suggested by consultees.

Workforce

15. The Authority undertakes regular surveys of its employees on their Welsh language skills and offers regular opportunities for courses at various levels to enable language skill development. Prior to a post being advertised there is a requirement that an assessment is undertaken to determine whether there is a need for Welsh to be essential or not for the role. It is acknowledged that recruiting specialist posts where there is a demand for Welsh language skills may be challenging and where this is the case consideration should be given to working with regional partners.

It is recommended that there is a commitment included in the WESP to working with regional and neighbouring Authorities to ensure that specialist roles such as Educational Psychologists are available.

16. If the above recommendations are agreed by Cabinet, the WESP will be updated accordingly and submitted to Welsh Government.

Financial Summary

There is no specific budget for delivering the WESP. Work to deliver various aspects of policy have separate funding streams. The council's capital programme is largely reliant upon Welsh Government 21st century schools programme.

Risks

Risk	Impact of Risk if it occurs* (H/M/L)	Probability of risk occurring (H/M/L)	What is the Council doing or what has it done to avoid the risk or reduce its effect	Who is responsible for dealing with the risk?
The Welsh Government do not approve the WESP and either modify or reject and prepare another.	H	M	The council has responded positively to the feed back provided by the review of the WESPs and within the context of other pressures it must balance has updated the strategy accordingly	Chief Education Officer
Timescales for delivering the WESP are short and are not aligned to other key policies and strategies eg. 21 century schools and Welsh	M	M	Targets within the WESP take account of the short timescales. It is understood that Welsh Government are seeking to realign timescales for WESPs with other key policy drivers.	Chief Education Officer Welsh Government

language strategy				
The targets within the WESP are not delivered within the timescales of the cycle	H	L	The targets that are included allow for work to be undertaken and consideration to be given in order that they can be delivered.	Chief Education Officer WEF
The decision to open a new Welsh medium or dual stream school may exasperate pupil place challenge as it would have to open as a seedling school	H	M	Scoping exercise that determines the medium of a new school would need to take account of demand across the city and map demand for places. Funding and support from Welsh Government through 21 st century schools programme would need to ensure that pupil places are available for the growing population within the city.	Chief education Officer Welsh Government
Dual medium option for new primary school is not supported locally as a solution to increasing demand for Welsh medium education	M	M	Dual medium is recognised by Welsh Government and other local authorities and could provide a practical stepping stone to expansion of Welsh medium	Chief Education officer
Consideration of the WESP is taking place before formal notification from Welsh Government of Newport's 21 st century schools Band B strategic outline plan.	H	M	Informally the Authority has been notified that it must align the WESP and Band B proposals. Both commit to undertaking a scoping exercise to determine the language medium of the new schools. Band B also supports increasing demand for Welsh medium education with investment planned in Gwent Is Coed.	Chief education Officer Welsh Government

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Newport City Council Welsh Language Strategy 2017 -22
Newport City Council 21st Century Schools Strategic Outline Plan

Options Available and considered

1. To not revise the WESP
2. To make the revisions to the WESP outlined in this report in part
3. To make revisions to the WESP outlined in this report in full

Preferred Option and Why

Option three is the preferred option as it takes account of feed back from Welsh Government and key stakeholders in the delivery of the WESP. The revisions provide a greater level of 'ambition' for expanding Welsh medium education as required by Welsh Government whilst also taking account of the circumstances in Newport.

Comments of Chief Financial Officer

The Capital Programme from 2018/19 to 2022/13 is currently being developed to be approved in March. Included within this is the final year of the 21st Century Schools Band A projects and £70m for the next phase Band B. The delivery of the WESP will need to be linked with these proposals, with the understanding that some will need to fall into the next phase of 21st Century Schools.

The expansion and delivery of new schools also increases pressure on the revenue budgets, therefore the impact of the delivery of the WESP needs to be built into the Medium Term Financial Plan as projects are known.

Comments of Monitoring Officer

There are no specific legal issues arising from the report. The amended Welsh in Education Strategic Plan has been prepared, and has been the subject of statutory consultation, in accordance with the requirements of the School Standards and Organisation (Wales) Act 2013. Cabinet are required to consider the proposed amendments, in the light of previous feedback on the original WESP and the outcome of further consultation, and agree to the revised WESP being re-submitted to the Welsh Ministers for approval.

Comments of Head of People and Business Change

The WESP has been developed alongside the Councils 5 Year Welsh Language Strategy 2017-2022 which serves to increase the number of Welsh speakers in Newport and increase the opportunities that people have to use Welsh 'in all parts of life'. As identified in the report, the Plan is prepared in the context of the Welsh Government's strategy 'A Million Welsh Speakers by 2050' and promotes Welsh medium education, and Welsh language opportunities for all the children and young people of Newport.

The proposed WESP is also consistent with the well-being goals and the sustainability objectives of the Well-being of Future Generations Act as outlined in the report.

There are no human resources implications at this stage of the process. Future human resources implications could include working with regional and neighbouring Authorities, to ensure that specialist roles such as Educational Psychologists are available bilingually, and supporting recruitment to new primary schools.

Comments of Cabinet Member

The Cabinet Member has been consulted on this report and supports the amendments proposed to the WESP for submission to Welsh Government.

Local issues

N/A

Scrutiny Committees

N/A

Equalities Impact Assessment and the Equalities Act 2010

Fairness and Equalities Impact Assessment (FEIA)

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

Completed by: Lucy Jackson **Role:** Service Manager

Head of Service: Sarah Morgan **Date:** 29/11/2017

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

Welsh Education Strategic Plan (WESP): WESPs set out an Authority's vision for how Welsh medium and Welsh language education is planned and developed.

2. Outline how you have/ will involve stakeholders who will be affected by the policy/proposal

Key stakeholders have already been consulted on the proposed policy, their feedback has been considered and used to up date the WESP. Members of the Welsh Education Forum (WEF) in Newport will have an important role in delivering aspects of the WESP.

3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.





The feedback from key stakeholders has been summarised within the Cabinet report which also includes the Authority's proposed response. Cabinet have the opportunity to consider these views and to incorporate them into the WESP.


4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The WESP in large part is concerned with school age children and increasing demand for Welsh Medium education. If the Welsh Government target in Cymraeg 2050 is to be achieved significant increases in children will need to be educated through the medium of Welsh. The WESP should also support people of all ages to learn the language.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The WESP includes reference to working regionally to ensure that there are relevant strategies and resources in place to support children with Additional Learning Needs who are in Welsh Medium education.
Gender reassignment/ transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There should be no impact on of the WESP
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	n/a
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Children from minority ethnic communities are currently under represented in Welsh Medium education n compared to English Medium. The strategy for promoting Welsh language education will include work to specifically promote the Welsh language and Welsh medium education to these

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
				communities.
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
Sex/ Gender Identity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
Welsh Language	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The WESP is concerned with the Council's commitment to the development of the Welsh language and Welsh medium education and does so in the context of Cymraeg 2050. If a million Welsh speakers are to be achieved by the middle of the century the percentage of children being educated in Welsh Medium schools in Newport will need to be about 40% (Cymdeithas).

5 How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The WESP considers how Welsh language and Welsh medium education can be promoted in Newport. If the number of Welsh speakers are to increase in the city this will be as a result of increasing the number of children being educated in the medium of Welsh. The WESP includes a commitment to scope whether new schools will be Welsh, English or dual medium in order to ensure that in the short term, with a growing population all children within the city have a school place whilst recognising the role of Welsh medium education in increasing the number of bilingual citizens.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Partnership with key stakeholders is critical to the successful delivery of the WESP. The Welsh in Education Forum in Newport is a requirement but members feedback on the WESP has been critical in shaping it. These partners will also ensure that the objectives set out in the WESP are delivered.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Meetings with the WEF are held quarterly. Members of the WEF are also involved, day to day in delivering the objectives set out in the WESP.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>Data is utilised to project the demand for Welsh medium education. An annual demand survey of new parents is undertaken to ensure that places in Welsh education can be provided.</p>

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The proposal specifically supports the sustainability of and vibrancy of the Welsh language and culture by considering how Welsh medium education can be expanded.</p> <p>The WESP supports the well-being goals of a prosperous Wales by creating confident bi lingual citizens through Welsh medium education with greater opportunities for employment.</p> <p>By supporting Cymraeg 2050, the WESP seeks to create a community where there is equality between Welsh and English languages.</p> <p>In terms of developing cohesive communities, the WESP acknowledges that children from BME communities are currently under represented in Welsh Medium schools and this is an area of need of development.</p> <p>The WESP is neutral in terms of issues of health, resilience and global responsiveness.</p>

6 What will the impact be on the wellbeing goals (under Wellbeing of Future Generations Act 2015)?

The WESP directly impacts on the long term sustainability of the Welsh language and supports the increasing numbers of people who are bi lingual. By doing so, it supports the vibrancy of Welsh culture. The WESP acknowledges that children from BME communities are currently under represented in Welsh medium schools and that there is a need to promote the Welsh language across these communities. This work will support the goal of creating more cohesive communities.

More children and wider workforce who are bi lingual will have greater employment opportunities which will in turn support the growing economy of Newport.

There would be no negative impact on either Welsh Government or Newport well-being goals.

7 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

All children are provided with the opportunity to attend a Welsh medium school. The number of schools and early years settings available at present are not currently evenly dispersed across the city.

8 How does the proposal/policy relate to the parameters of debate about Fairness identified by the Newport Fairness Commission

Stakeholders are actively engaged in discussions about the development of the WESP and work streams to deliver it.

9 Taking this assessment as a whole, what could be done to mitigate any negative impacts of your policy and better contribute to positive impacts?

Consideration will be given to scoping the language medium of the new schools that are being planned to be opened in the city. This will ensure that all children within the growing city will have a school place and will seek to mitigate the sibling challenge.

10 Monitoring, evaluating and reviewing

The WESP has a three year time scale and specific targets. The WEF are critical both in delivering the WESP and monitoring its progress.

11 Involvement

Once approved by Cabinet, the WESP will be submitted to Welsh Government. Once approved by the Minister, it will be published on the Council's website and used as a working document by the WEF.

12 Summary of Impact (for inclusion in any report)

Equality Act 2010 AND Welsh Language

The impact on the Welsh Language and its development in Newport is significant. The WESP is a vehicle through which the Welsh language and Welsh medium education will grow and develop.

Wellbeing of Future Generations (Wales) Act 2015

The WESP is intended to ensure the long term sustainability of the Welsh language. More information about the WFG Act is detailed above.

Consultation

Comments received from consultation are included within the report.

Background Papers

Report to Cabinet: Strategic Outline Proposal for 21st Century schools Band B funding (July 2017)

Dated:13 December 2017