



Tuag at Ragoriaeth  
Towards Excellence



CYNGOR SIR  
YNYS MÔN  
ISLE OF ANGLESEY  
COUNTY COUNCIL



# WORKFORCE DEVELOPMENT PLAN TO SUPPORT THE WELSH LANGUAGE IN EDUCATION

- **In North Wales**

## Action Plan:

### 1. Project Background

Quoting from the letter by Director of Education Corporation in Welsh Government - Steve Davies (July 2017)

**“One of the Welsh Government’s objectives is to create a million Welsh speakers by 2050.**

The education system has a key role in achieving this objective. We will need to increase the number of learners in Welsh medium and bilingual education, and make changes to the curriculum to ensure that every learner in Wales can develop his Welsh language skills to use in all aspects of life. Developing the workforce skills and capacity to support Welsh learning and teaching and through the medium of Welsh, is therefore crucial”.

The Welsh Government is committed to investing an additional £4.2m to promote Welsh learning and teaching and subjects through the medium of Welsh.

The allocated funding is for:

- Supporting the work of providing and expanding the National Sabbatical scheme for primary teachers to develop their Welsh skills.
- Improve Welsh learners skills through informal opportunities – a Support programme to assist English medium schools.
- Attract Welsh medium graduates – need to recruit more graduates to be teachers in the Welsh medium sector and to teach Welsh as a subject.

In addition, all Regional education consortium receive an additional allocation towards professional development of Welsh skills and practitioners teaching pedagogy.

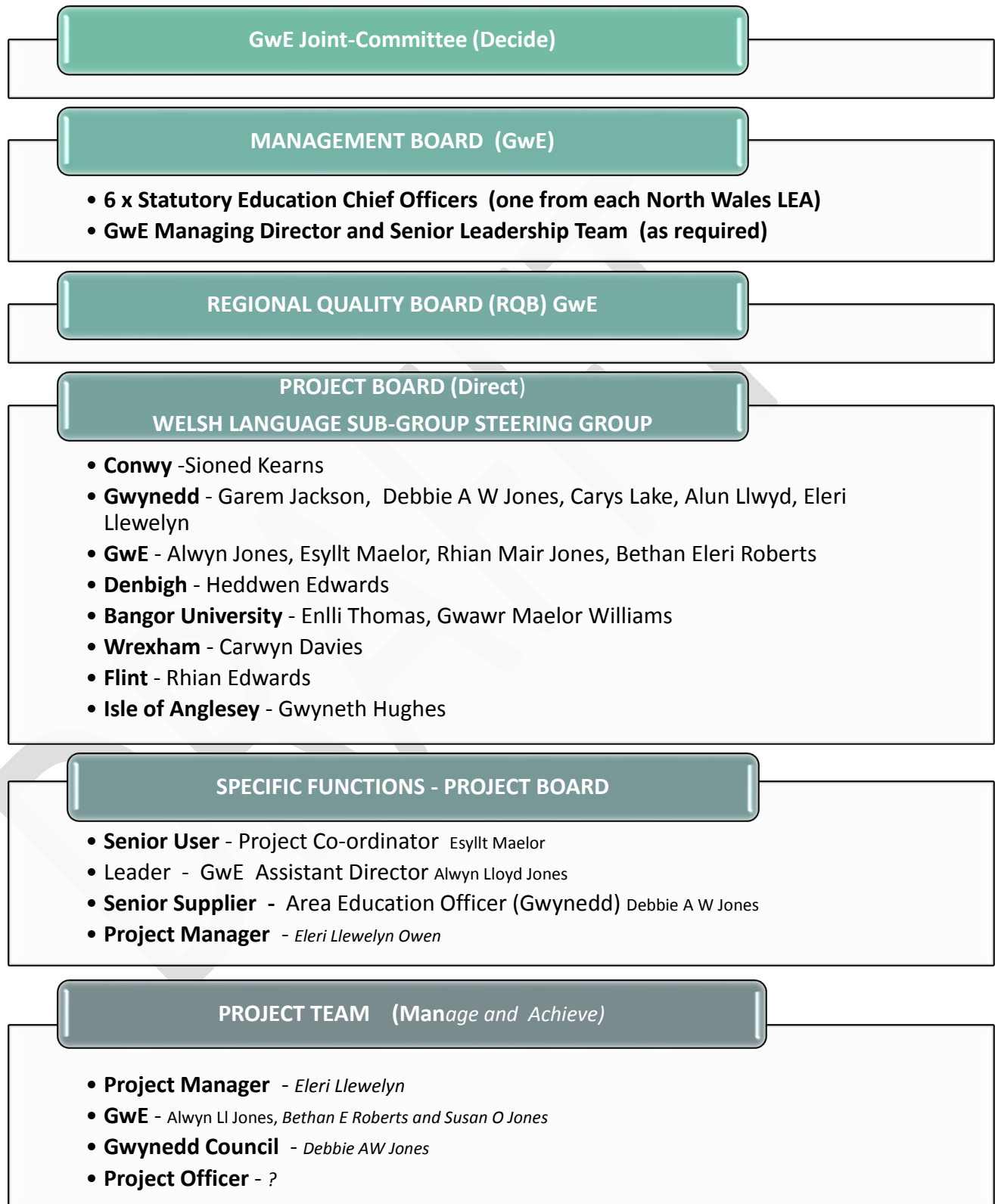
The consortia will be required to undertake the work programme that will include:

- mapping out Welsh language skills in the workplace, and their ability to teach Welsh and through the medium of Welsh;
- find practitioners to participate in the Sabbatical Scheme;
- hold a programme of Welsh language professional teaching for practitioners that support and strengthen the Sabbatical Scheme.
- mentor support between schools;
- share effective practices and provide a Welsh Professional learning programme for practitioners.

GwE Education Consortium has received a grant allocation of £571,000. The work programmes includes collaboration across the 6 North Wales LEAs (Conwy, Denbigh, Gwynedd, Wrexham, Flint and Isle of Anglesey). The following priorities have been identified:

1. Develop and promote Regional strategy and policy
2. Identify a baseline of education workforce Welsh language skills and their capacity to teach Welsh and through the medium of Welsh.
3. A survey of current provisions that develop the Welsh language skills of adults, trainees, and educators, and courses that nurture positive attitudes towards Welsh and the advantages of bilingualism.
4. Ensure appropriate and suitable Welsh Language courses and training that meet the need identified by the education workforce.
5. Role of Teachers Initial Education programmes (TIE)
6. Conduct and consider entire research in the field of bilingualism and promoting Welsh
7. Raise awareness, share Information and communication.

## 2. Project Team's proposed structure



### 3. Aims/ Priorities:

Action	Main outcomes	Outcome	Cost
<b>Priority 1: Arrangements for Governance, co-ordination, and effective project management in place – (see above)</b>			
<ul style="list-style-type: none"> <li>• Appoint a co-ordinator</li> <li>• Appoint a field leader for every priority</li> <li>• Appoint a Manager and Project Officer and establish project management procedure</li> <li>• Establish a Governing Board and Management Group</li> <li>• To secure the support and commitment of Estyn and the North Wales Economic Ambition Board</li> </ul>		<ul style="list-style-type: none"> <li>• Field specialization draws together all project priorities</li> <li>• Clear accountability for all priorities Effective project management, the budget, and all stakeholders.</li> <li>• Appropriate and robust project governance arrangements.</li> </ul>	£80,000
<b>Priority 2: Develop and promote Regional strategy and policy</b>			
Commission individual/company to prepare a Regional strategy and policy for <ul style="list-style-type: none"> <li>- Developing the workforce to support Welsh in education</li> <li>- Increase GwE consortium workforce capacity to respond to increasing learner numbers in Welsh medium and bilingual education</li> </ul>	<ul style="list-style-type: none"> <li>• Introduce the strategy in narrative and ‘infographic’ form</li> <li>• Publish, promote, and present the strategy monitoring methods amongst head teachers and key stakeholders throughout the region.</li> </ul>	<ul style="list-style-type: none"> <li>• Clear strategy direction and Regional policy in place and implemented</li> </ul>	£20,000
<b>Priority 3: Identify baseline of Welsh language skills of education workforce and their ability to teach Welsh and through the medium of Welsh</b>			
In collaboration with the Welsh Government, <b>review Welsh language skills and credibility:</b> <ul style="list-style-type: none"> <li>- Education Services (GwE/ Education Departments x6)</li> <li>- <b>Schools</b> (Head teachers/ Teachers/ Assistants/Practitioners/Support Staff)</li> <li>- <b>Pastoral and specialist services for schools</b> (e.g. NSPCC/ Medra etc)</li> <li>• <b>Commission individual/company to review and analyse workforce requirements finding</b></li> </ul>	<ul style="list-style-type: none"> <li>• Adapt WAG Template ‘Language Skills Review’ and ensure a means of completing the questionnaire on line.</li> <li>• Ensure that information is disseminated to every LEA in relation to the review and every school’s requirement</li> <li>• Identify the types of provision/training that would suit the workforce</li> <li>• Link the review with the requirements within the new Professional Standards for teaching and leadership.</li> </ul>	<ul style="list-style-type: none"> <li>• In collaboration with WG, create a database of the skills and analyse review results</li> <li>• <b>Establish a baseline</b> of Welsh language skills of the education workforce and their ability to teach Welsh and through the medium of Welsh</li> </ul>	£50,000

**Priority 4:**

**Review of current provisions that develop Welsh language skills of adults, trainees, and educators, and courses that nurture positive attitudes towards Welsh and the advantages of bilingualism**

<ul style="list-style-type: none"> <li>• <b>Commission a review of contents of courses and current programmes that</b> lead to a qualification, certificate, accreditation or Recognizes level of proficiency in Welsh language skills. With courses that nurture positive attitudes towards Welsh and the advantages of bilingualism.</li> <li>• Commission a review to identify <b>the provision and gaps</b> in resources, alternative programmes, on-line courses, the media’s contribution, digital technologies, Language Charter, cultural centres and leisure establishments.</li> </ul>	<p><b>Create a Directory of course contents, provision and resources</b> North Wales providers:</p> <ul style="list-style-type: none"> <li>• Nant Gwrtheyrn</li> <li>• Sabbatical</li> <li>• Bangor University (AGA)</li> <li>• Coleg Cambria</li> <li>• Coleg Glyndŵr</li> <li>• Grŵp Llandrillo Menai</li> </ul> <p>Workforce courses such as</p> <ul style="list-style-type: none"> <li>• Betsi Cadwaladr</li> <li>• North Wales Police</li> <li>• National Park</li> <li>• World of Work</li> </ul> <p>Directory of contents ERW/ CSC/ EAS courses</p> <ul style="list-style-type: none"> <li>• Commission, provide and pilot workforce training courses.,</li> <li>• Prepare courses for trainee training.</li> </ul>	<p><b>Understanding of current provision</b> that develops Welsh language skills of adults, trainees and educators.</p>	<p>£50,000</p>
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**Priority 5:**

**Ensure appropriate and suitable provision of Welsh language courses and training that meet requirement identified by the education workforce**

<ul style="list-style-type: none"> <li>• Consider main messages from the analysis of review results of Welsh language skills of the entire education workforce</li> <li>• Try to match the main messages of the skills review with the current language courses provided.</li> <li>• Identify any gaps/obstacles in the current language course provision on the basis of the skills review main messages</li> <li>• On needs evidence, commission a provider to tailor courses/create new courses focussing on the skills review main messages.</li> <li>• Based on evidence of need, plan and provide purposeful after care follow-up in the workforce.</li> <li>• Trial/ prioritize focus and initial investment for teachers who teach the core subjects.</li> </ul>	<p>Create a database of the available training:</p> <ul style="list-style-type: none"> <li>- Advisory teachers of every LEA</li> <li>- Sabbatical Courses</li> <li>- Language Charter Co-ordinators/ Cymraeg campus</li> <li>- CYDAG</li> <li>- Bangor University</li> <li>- Coleg Cambria</li> <li>- Canolfan Popeth Cymraeg</li> <li>- Glyndŵr University</li> <li>- EDAU</li> <li>- CBAC</li> <li>- Grŵp Llandrillo - Menai</li> <li>- Betsi Cadwaladr/ North Wales Police</li> <li>• Information sharing on methodology training e.g. Visit Language Centre/Advisory Teachers/indepdent advisers; Plan/ Investigate what is available</li> </ul>	<ul style="list-style-type: none"> <li>• Implement suitable and appropriate provision of Welsh language courses and training that meets need identified by the education workforce.</li> <li>• More of the education workforce nurture positive aspects towards the language and make greater use of Welsh (prioritizing core subjects teachers)</li> </ul>	<p>£265,000</p>
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<ul style="list-style-type: none"> <li>• Trial various interventions based on needs identified by the 6 x education authorities.</li> </ul>	<ul style="list-style-type: none"> <li>• Review of courses/provision and existing Resources e.g. HWB/ERW/CSC/EAS/GwE – primary and secondary</li> <li>• Training on how to develop the language socially</li> <li>• Staff appointed as a mentor for those teachers who have attended the Sabbatical courses. Manage appropriate performance that assimilate with the INSET. Evidence to evaluate impact of training.</li> <li>• Identify appropriate candidates for the courses: specialize in core subjects language – focus on the writing element</li> <li>• Equip the current workforce to support bilingual education.</li> <li>• All LEA's to pilot individual interventions and share outcomes throughout the region.</li> <li>• Purposeful planning for teacher training and targeting e.g. Level 1/Level 2 etc Assimilate into the language continuum</li> <li>• Provide appropriate training for the practitioners e.g. Educational Psychologists, Language Therapists, Teaching Assistants.</li> <li>• Develop resources to support the teachers to teach core subjects bilingually.</li> </ul>	<ul style="list-style-type: none"> <li>• More learners/children and young people use Welsh</li> <li>• More bilingual resources to equip the workforce to teach through the medium of Welsh</li> <li>• Equip the current workforce to support bilingual teaching.</li> </ul>	
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**Supplementary:**

**Pilot schemes part of the research and identify good practices tied in with above priorities 3, 4 and 5 (and the associated budgets):**

- 3 Identify baseline of education workforce Welsh language skills and their ability to teach Welsh and through the medium of Welsh
- 4 Survey of current provisions that develop Welsh language skills of adults, trainees, and educators
- 5 Ensure suitable and appropriate Welsh language courses and training provision that meet need identified by the education workforce.

**Pilot Schemes:**

- A number of specific pilot schemes across all authorities

**Priority 6:**

**Role of Teachers Initial Education programmes (TIE)**

<p>Identify additional opportunities to work with Universities Education Departments on strategies to promote:</p> <ul style="list-style-type: none"> <li>• Prospective teachers appreciation of the Welsh</li> </ul>	<p>Background work</p> <ul style="list-style-type: none"> <li>• Raise Universities awareness of the proposed project</li> <li>• Assist Universities to prioritize the key factors when planning for Welsh within the new TIE courses</li> </ul>	<ul style="list-style-type: none"> <li>• Newly qualified teachers possess language awareness and appropriate skills to teach through the medium of Welsh or bilingually.</li> </ul>	<p>£30,000</p>
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<p>Language</p> <ul style="list-style-type: none"> <li>• Contents of modules on bilingualism</li> <li>• Research presented on language learning in teaching, bilingualism</li> <li>• Pedagogy in the field</li> <li>• Matters in assessing bilingual/multi-lingual learners</li> <li>• Contents and output of current accredited language skills certificates for Welsh and English medium trainees to promote their ability to learn through the medium of Welsh.</li> <li>• Collaboration/training methods presented to mentors in the field on certificates and methods of trainee mentoring.</li> <li>• Identify opportunities to collaborate on relevant strategies of the strategy with Universities Education Departments</li> </ul>	<p>(courses implemented from 2019 )</p> <ul style="list-style-type: none"> <li>• Encourage the new partnerships to prepare a Bilingual Code of Practice to ensure that Welsh has a prominent role administratively, managerially and educationally.</li> </ul> <p>Key steps</p> <ul style="list-style-type: none"> <li>• Prepare and organize a series of workshops and identify guest speakers to hold them January – July 2018</li> <li>• Hold an audit of staff awareness and educational strategy in a bilingual context and minority language and of any courses that/have existed to increase that awareness.</li> <li>• Hold appropriate training for mentors and lecturers/students to equip them with robust and current awareness around the following themes: <ul style="list-style-type: none"> <li>- Language development</li> <li>- Specific matters in Welsh development</li> <li>- Appropriate matters on bilingualism</li> <li>- Bilingual pedagogy and research in the field (see 7 below)</li> </ul> </li> </ul>		
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**Priority 7:**

**Conduct and consider all research in bilingualism and promoting Welsh**

<ul style="list-style-type: none"> <li>• Commission research into field of bilingualism and best practice in bilingual learning and teaching and concurrent use of language</li> <li>• Discuss and agree with region’s Universities on contents of presentations/training for teachers on research in bilingualism, various matters on bilingualism e.g. good practices in language teaching pedagogy, active research as a core part of their provision for teachers.</li> <li>• Create opportunities with the Universities, consortia and heads to provide opportunities and identify suitable practitioners to undertake action research that would promote school development plans in Welsh, quality of learners Welsh language skills, Language Charter, latecomers’ provision.</li> </ul>	<p><b>Research A</b> – Background Bibliography</p> <ul style="list-style-type: none"> <li>• Gather ready research (published and unpublished in Wales) in bilingualism and promoting Welsh. The work should chase up language research, psycholinguistic, socio-linguistic, educational and policy mainly, but also after research in the health sciences and in any other field where promoting Welsh is a priority.</li> <li>• Final report on the work.</li> </ul> <p><b>Research B</b> – Up skill leaders</p> <ul style="list-style-type: none"> <li>• Research with head teachers and school leaders to discover attitudes towards Welsh and promoting Welsh in Welsh medium, bilingual and English medium schools, to identify obstacles to encouraging use and ownership of the language.</li> <li>• Prepare a series of workshops/training with schools</li> </ul>	<ul style="list-style-type: none"> <li>• Further understanding of bilingualism and Welsh.</li> </ul>	<p>£30,000</p>
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	<p>to up-skill staff so that they are equipped to deal with and effectively plan the specific language situation at their school</p> <p><b>Research C – Appraise strategies</b></p> <ul style="list-style-type: none"> <li>Identify target schools to appraise ready strategies and hold and jointly prepare any new teaching strategies that follow research A and B recommendations (including evaluating impact of up-skilling workshops)</li> <li>Identify a team to appraise educational strategies</li> <li>Appraise the strategies</li> <li>Prepare a report on the findings</li> </ul> <p><b>Research Ch – Analyse the skills</b></p> <ul style="list-style-type: none"> <li>Analyse the data that stems from review results of Welsh language skills of the entire education workforce (collaborate on priority 3 and 5)</li> </ul>		
<p><b>Priority 8:</b>  <b>Raise awareness, share Information and communicate</b></p>			
<p>In collaboration with Welsh Government, raise awareness, share Information and communicate key messages about the project's purpose and outcomes with key beneficiaries within schools context:</p> <ul style="list-style-type: none"> <li><b>Education Services</b> (GwE/Education Departments x6)</li> <li><b>Schools</b> (Heads/ Teachers/Assistants/Practitioners/Support Staff/ Parents/Learners)</li> <li><b>Pastoral and specialist services for schools</b> (e.g. NSPCC/ Medra etc)</li> </ul> <p>...and with key beneficiaries outside schools:</p> <ul style="list-style-type: none"> <li>Universities/ Welsh for Adults/Sabbatical Scheme/North Wales Ambitions Board/Various Workforces/ Mentrau Iaith</li> <li>Identify good practices and celebrate success</li> </ul>	<ul style="list-style-type: none"> <li>Plan brief for presentations:</li> </ul> <p>Hold meetings with:</p> <ul style="list-style-type: none"> <li>GwE - GwE joint-committee (portfolio leaders )/ GwE Management Board (heads of education)</li> <li>Secondary heads - Gwynedd/ Môn; Conwy/ Denbigh; Flint/ Wrexham</li> <li>Primary heads</li> <li>North Wales Governors Association</li> <li>North Wales Unions Forum</li> <li>North Wales Ambitions Board – Iwan Thomas – gather and share information</li> <li>Partnership Board (services and other agencies) – gather information and disseminate.</li> </ul> <p>Hold a specific event in consultation with Welsh Government to raise awareness of the project.</p>	<ul style="list-style-type: none"> <li>High awareness of the project amongst stakeholder's across north region</li> </ul>	<p>£26,000</p>



## 4. Scope

### What is the project's scope?

- Develop Regional Strategy and policy
- Identify education workforce Welsh language skills baseline
- Review current provision to develop adults Welsh language skills
- Ensure appropriate provision of Welsh language training
- Understanding of teachers initial Educational role (TIE)
- Consider all research in bilingualism and promoting Welsh
- Raise awareness, share Information and communication

### What is not included within the Project?

- Parents Input
- The pupils
- Further Education Colleges
- Research into digital plans
- World of Work / industry

### Links or relationship with other projects or activities:

- Language Forums
- Language Charter
- Skills World
- World of Work Partnership Board
- Good practice and research from other countries

## 5. Assumptions

- Project resource managed by GwE, need to recognize the time that every officer/education authority can give to the project.

## 6. Constraints

- Need to ensure that every LEA contributes time and expertise to the project
- Project team mainly located in Gwynedd but work encompasses the 6 authorities across North Wales.
- Allocated budget set and subject to specific guidance from the Welsh Government in a number of aspects.
- Specific time-table for expenditure – need to claim costs by 12 March 2018

## 7. Stakeholders

**Education Services:** GwE/ Education Departments x6

**Schools:** Heads/ Teachers/ Assistants/Practitioners/Support Staff

**Pastoral and specialist Services for schools** (e.g. NSPCC/ Medra etc)

**Training providers** across North Wales: Nant Gwrtheyrn / Sabbatical Courses/ UCNW Bangor (AGA)/ Coleg Cambria/ Coleg Glyndŵr/ Grŵp Llandrillo Menai

**Workforce courses:** such as Betsi Cadwaladr/ North Wales Police / National Park/World of Work

**Clients:** pupils and parents

**Organizations:** Cylchoedd Meithrin, Yr Urdd, Young Farmers Clubs, Theatres

## 8. Finance :

Welsh Government Grant £557,051 deadline - end of March 2018