

Report

Cabinet



Part 1

Date: Thursday 14 June 2018

Item No: 5

Subject Welsh Education Strategic Plan (WESP) 2017 - 2020

Purpose To approve an amendment to Newport's WESP

Author Chief Education Officer

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.

In December 2017, Cabinet considered and approved an amended WESP for Newport which was duly submitted to Welsh Government. A further revision to Newport's WESP is now being proposed which includes the Council's intention, subject to funding from Welsh Government, to establish a Welsh-medium seedling primary school from September 2019 on a temporary site with a permanent location to be determined.

Proposal Cabinet is requested to approve the revised WESP 2017-2020 as set out in this report.

Action by Chief Education Officer

Timetable The WESP covers the period 2017 to 2020 and includes actions and targets for this time period. Agreement on Welsh Government funding will be required by end of August 2018, to allow the legal process to be undertaken to formally establish the new school by September 2019.

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

- 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 Education and Skills has been consulted on this report and is fully supportive

Signed

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).
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. 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. In December 2017, Cabinet considered, approved and re-submitted to Welsh Government a revised WESP that took account of feedback from that consultation. The revised WESP included:
 - commitments to expand existing schools under future 21st Century Schools programmes;
 - increasing primary school targets to account for additional "late comer" children;
 - increasing the number of early years and nursery places;
 - a commitment to scope the language medium of all new developer schools.
6. In March 2018, the Authority was made aware of a new Welsh Government fund established to specifically support the development of Welsh Medium education. The £30m Welsh-wide fund provides 100% finance for approved projects. A successful bid to this fund could enable the Authority to build a new Welsh Medium school, further strengthen the WESP 2017-20 and achieve the objectives within its 21st Century Band B programme.
7. It is proposed that the WESP should be updated to reflect not only the updates from the initial revision, but also the Authority's intention to establish a fourth Welsh Medium Primary school in the city and in doing so, increase by 50% the number of places available in Welsh Medium education. Subject to funding approval from Welsh Government, and the Authority having certainty of that funding by August 2018 to allow the legal process to be undertaken to establish the school, the new school will be established in September 2019 on a temporary site with a permanent location to be determined.
8. The school would be established under a seedling model, for nursery and reception pupils only in the first year, and grow incrementally over a seven-year period before reaching full capacity. The bid proposes that the school is a two-form entry provision, with eventual capacity for 420 mainstream pupils of statutory school age. There will also be a nursery class able to take up to 48 pupils over either a morning or afternoon session and a 10-place Learning Resource Base.

Financial Summary

There is no specific budget for delivering the WESP. Work to deliver various aspects of policy has separate funding streams.

The Council's Capital Programme for the period April 2018 to March 2023 has already been approved, and includes projects included within Band B of the 21st Century Schools Programme. The proposal in the revised WESP to create a new Welsh-medium primary school sits outside this, and a full cost bid has been submitted to Welsh Government's Welsh-medium Capital Grant for this purpose. There will therefore be no capital costs attributable to the Council in relation to this project.

The establishment of a new school will however increase the Council's revenue costs, and as the opening is likely to be under a seedling model, these costs will increase incrementally over a seven year period. This will put pressure on the Council's Medium Term Financial Plan at a time when three other schools are also due to open. The Education Service will continue to analyse demand and pupil projections to effectively manage the planning of school places.

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 does not approve the WESP and either modifies or reject and prepares another.	H	L	The addition in the WESP of the Authority's intention to establish another Welsh Medium primary will further strengthen it.	Chief Education Officer
Timescales for establishing the new seedling school by September 2019 are tight	H	M	Bid for funding will be submitted promptly and it is understood that decisions on funding will be approved in September 2018, enabling the legal process of establishing the school to progress. Having certainty over the funding in August 2018 will be needed to ensure the process can be completed for a September 2019 opening.	Chief Education Officer Welsh Government
Additional funding is needed if the Authority is to establish a new Welsh Medium school	H	H	A bid for funding has been submitted. The Authority will work closely with Welsh Government to try to ensure the success of the bid	Chief Education Officer Welsh Government

* Taking account of proposed mitigation measures

Links to Council Policies and Priorities

Wellbeing of Future Generations (Wales) Act 2015

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 revision to the WESP outlined in this report

Preferred Option and Why

Option two is the preferred option. The revision provides 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 was approved in February 2018. Included within this is the final year of the 21st Century Schools Band A projects and most of the £70m for the next phase, Band B. The delivery of the WESP will therefore expand what is already in there in relation to this particular project.

Our understanding is that 100% grant funding is given for this project, unlike the rest of Band B which is only 50%. There should therefore be no impact of this re: borrowing and related funding of that borrowing and therefore no allowance for this is contained in the MTFP.

However – the revenue cost of running the school will fall to this Council and as a seedling school, will increase each year until the school is fully established. This puts additional pressure on the Council's MTFP and inevitably, further savings to find. There are a number of other primary schools due to open over this same period of Band B and given the significant cumulative impact of these on the Council's MTFP and 'budget gap', the Education Service should look at resulting school places capacities being created and look at when schools should be opened to ensure resources are not allocated to create too many surplus places.

Comments of Monitoring Officer

The Council has a statutory duty to prepare a Welsh Education Strategic Plan, setting out the corporate vision for the development of Welsh language education in Newport, in accordance with the requirements of the School Standards and Organisation (Wales) Act 2013 and relevant Welsh Government guidance. The proposed WESP has previously been revised and approved by Cabinet, in the light of feed-back from the Minister and further consultation with stakeholders. It is now proposed to update the WESP to include reference to a bid for grant funding for the development of a fourth Welsh Medium Primary school and to re-submit this to the Minister for formal approval.

Comments of Head of People and Business Change

The WESP sets out a framework for how Welsh medium and Welsh language education will develop within the city. It represents an important step for the authority in further developing Welsh Medium education within the city. The WESP will help the authority meet not only the strategic vision it set out in its 5 Year Welsh Language Strategy, but also the legislative duties it has, including those set out within the Wellbeing of Future Generations Act 2015.

There are no human resources implications at this stage.

There would be future staffing implications to establish a Welsh-medium seedling primary school from September 2019, as a result of this proposal, in terms of appointing the school leadership team and then employees, over a seven-year period. There may also be a requirement for the Governing Body to review the pay ranges of members of the school leadership team during that time, in line with policies and procedures. As previously referenced, timescales for establishing the school are tight and this could also potentially impact on recruitment, due to statutory notice periods and the available pool for selection.

Comments of Cabinet Member

The Cabinet Member has been consulted on this report, is supportive of the expansion of Welsh Medium education and of the amendment 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:** 21/05/2018

I confirm that the above Head of Service has agreed the content of this assessment
Yes

When you complete this FEIA, it is your responsibility to submit it to
impact.assessment@newport.gov.uk

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 update the WESP. Members of the Welsh Education Forum (WEF) in Newport will have an important role in delivering aspects of the WESP. Members of the WEF are actively working together to promote Welsh Medium education.

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 was summarised within the Cabinet report considered in December 2017. Newport's WEF which includes key stakeholders is chaired by the Chief Education Officer and meets quarterly to consider issues pertinent to the WESP and Welsh Medium education.



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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The WESP in large part is concerned with school age children and increasing demand for Welsh Medium education. The WESP, taken as a whole and including this amendment, will have a positive impact on this protected characteristic.
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 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 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

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	
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 yr Iaith Gymraeg). The commitments in this WESP will look to increase current capacity in Welsh Medium schools.

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>	Welsh Government is committed to achieving its vision of one million Welsh speakers across Wales by 2050. 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. This proposal will increase the number of Welsh medium school places by 50% if a bid for additional funding is successful. The funding is required to ensure that as the city grows there is confidence that there are enough places available for school aged children.
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</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 member's 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>Involvement</p> <p>Involving those with an interest and seeking their views</p>	Meetings with the WEF are held quarterly and are chaired by the Chief Education Officer. Members of the WEF are also involved, day to day in delivering the objectives set out in the WESP.

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="140 412 240 434">Prevention</p> <p data-bbox="52 461 339 584">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="389 255 1428 360">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>
 <p data-bbox="153 860 244 882">Integration</p> <p data-bbox="52 913 347 1037">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="389 591 1428 696">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 data-bbox="389 728 1428 833">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 data-bbox="389 864 1428 931">By supporting Cymraeg 2050, the WESP seeks to create a community where there is equality between Welsh and English languages.</p> <p data-bbox="389 963 1428 1068">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 data-bbox="389 1099 1428 1153">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. A decision on the location of the proposed new school has not yet been agreed.

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?

A bid is being made for additional funding to enable the Authority to establish a new Welsh Medium school which if successful will increase the number of places in Welsh Medium school by 50%.

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 the Minister, it will be published on the Council's website and used as a working document by the WEF. Members of the WEF will work together to support the establishment of the new school.

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.

Children and Families (Wales) Measure

Children and Young People will be consulted as part of any statutory school reorganisation proposals.

Wellbeing of Future Generations (Wales) Act 2015

The Wellbeing of Future Generations (Wales) Act 2015 has been considered by the author and is covered in the background of the report.

Crime and Disorder Act 1998

Section 17(1) of the Crime and Disorder Act 1998 imposes a duty on the Local Authority to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area.

Consultation

Comments received from stakeholder consultation were included within the report considered by Cabinet in December 2017.

Background Papers

Report to Cabinet: Strategic Outline Proposal for 21st Century schools Band B funding (July 2017)
Report to Cabinet: Welsh Education Strategic Plan 2017-2020.

Dated: June 2018